

# HOW TO BE AN UPSTANDER



Upstanders are people who notice bullying behaviour and address it to help someone who is being bullied. Bystanders, in contrast, are people who notice bullying behaviour but don't – or cannot – help.

These five steps can help you be an Upstander and take safe and effective action. There's no one-size-fits-all approach to being an Upstander and it's not easy to work out how to help safely. Every bullying situation is different, so think about which option(s) will work best for you.

- ✓ **Tautoko/support the person experiencing bullying** – even if you just stand beside them and let them know you're there for them. You may also want to encourage them to ask for help, go somewhere with them, or provide them with information about where to go next.
- ✓ **Don't support or engage in the behaviour:** Make it clear to your colleagues that you won't be involved in, or encourage bullying behaviour.
- ✓ **If you feel safe, call the person out on their bullying behaviour:** Be direct, calm and confident, and use your words to show aroha and kindness to those involved. It may be hard at the time, but it can make a huge difference.
- ✓ **Leave and act:** If you don't feel safe to intervene, it's best to take a breath. Later you might want to talk to the person being bullied and ask what might help, or have a quiet word with the person doing the bullying behaviour.
- ✓ **Get tautoko/support or help:** You might want to go with the person who is being bullied to HR or their relevant manager. If your organisation has policies around bullying prevention, this might help you figure out what to do next and who is best to talk to.

## TEAM EXERCISE: EMBRACE DIVERSITY THROUGH KŌRERO



We know that embracing diversity and allowing people to bring their whole selves to work can help to create a mentally healthy workplace culture that has zero tolerance for bullying.

One way you can celebrate diversity in your team is by getting to know each other and connecting with curiosity. When we get to know each other as whole people and not just as job roles, we develop respect and trust. Our Diversi-tea Kōrero Starter cards are an easy way to begin a kōrero and learn more about your hoamahi/colleagues.

Why not use these cards over morning tea or to start/end your team meeting? By giving each other our time and attention, we make an investment in our relationships and help to build a safe, supportive and strong workplace.

Look out for our updated Diversi-tea Kōrero Starter cards [here](#).



### Getting help and advice

Need further help or advice? See [here](#).

