EXECUTIVE SUMMARY

With the support of RALIANCE, Right To Be worked alongside Germain Impact Solutions to evaluate the impact of bystander intervention in the workplace.

The nine month study examined the impacts of bystander intervention on reducing sexual violence by addressing harassment and discrimination.

Germain Impact Solutions assessed the role of bystander intervention in:

1. Growing an understanding of the realities and impacts of harassment
2. Equipping people in the workplace with the skills to safely intervene,
3. Rates of intervening when witnessing harassment, and
4. Influencing workplace culture
EVALUATION REPORT
Bystander Intervention in the Workplace

METHODOLOGY

Combination of quantitative and qualitative data:

- Review of existing training data
- Follow-up survey to all training participants
- 1:1 + focus group discussions at workplaces

The evaluator used a mixed methods summative evaluation, based on utilization-focused evaluation principles.

There were seven (7) evaluation questions identified:

1. Did participants learn new information during the training?
2. Do participants feel more urgency or importance about reducing harassment?
3. Are participants better able to recognize a situation before it escalates?
4. Do participants feel like they have the tools and techniques to respond? Are they more confident about responding?
5. How have people used bystander intervention following the training? What types and how often?
6. For employer-specific training, what are the long-term impacts of the training on company culture?
7. What are the barriers participants face in implementing the tools and skills they have learned, and what additional types of support would be helpful?
After the training, 80% of people better understood the spectrum of violence. 90% said that they were more aware of the impacts of harassment and/or disrespect. 88% still remembered the 5 D’s even 6 months after the training.
EVALUATION REPORT
Bystander Intervention in the Workplace

FINDINGS

Did participants learn new information through bystander intervention trainings?

Better Able to Recognize When Harassment Occurs

- **24%** Strongly Agree
- **25%** Agree
- **42%** Neutral
- **7%** Disagree
- **7%** Strongly Disagree

66% of public participants agreed or strongly agreed that bystander intervention training helped them better identify when harassment and/or disrespect occurs.

Do participants feel like they have the tools and techniques to safely respond to harassment?

The 5D’s gave me the tools and techniques I need to respond to harassment

I feel more confident in responding to harassment and/or disrespect when I see it

In the public survey, 87% of respondents agreed or strongly agreed that the 5D’s gave them the tools they need to respond to harassment/disrespect.
**FINDINGS**

How have people used bystander intervention following the training? What types and how often?

If you intervened, which of the 5Ds did you use?

Of the public respondents, 32% reported having seen a situation of harassment/disrespect occur in the time since the training, and of those, 67% reported using the bystander intervention skills they learned in the training to intervene.

Many respondents reported using the skills more than once – in fact, two people reported having used the skills over 20 times since the training.

*Multiracial, Hispanic/Latino, White, and Asian respondents were more likely to report having intervened (100%, 80%, 76%, and 63% respectively), than Black or African American respondents (32%). We also saw that females were more likely to intervene (70% compared to 52% for males).
EVALUATION REPORT
Bystander Intervention in the Workplace

FINDINGS

What are the long-term impacts of bystander intervention trainings on company culture?

Supported Team Building and Camaraderie

Workers mentioned that bystander intervention gave them a shared language and a framework that facilitated meaningful conversations amongst the staff, and built a feeling of camaraderie as people reflected on their own experiences and listened to the experiences of others.

Supported Boundary Setting and Assertiveness

The training helped set clearer professional boundaries between employees and customers. It emboldened staff to talk about interpersonal dynamics. The training was also applicable in situations where someone inadvertently caused harm by using language that someone else found offensive.

Most Impactful When Part of a Larger Initiative

Organizations that reported the most progress in becoming a harassment-free workplace were those who were intentionally developing a comprehensive organizational approach of which training was one component.
“Having worked in customer service, I kind of knew all of those tactics, but never had a framework or words to put them into – it was helpful”

“Even if your instinct is to ignore the situation, inaction can actually be interpreted as being part of the problem”

“It was important to hear that even through you might not be physically the person involved, just being around it makes you part of it – inaction can actually be interpreted as being part of the problem. Your instinct is to mind your own business, [but] it is important to show up”
CONCLUSION

Right To Be’s training imparted strong knowledge and understanding of bystander intervention skills:

80% of participants learned more about harassment/disrespect, 90% better understand the impact it has, 88% remember the 5Ds of bystander intervention, and 89% reported that the training gave them the tools they need to respond when they see a situation.

Bystander intervention training leads to real-world use:

67% of the people who went on to observe a situation of harassment reported applying the bystander intervention skills they learned in the training.

There were significant positive outcomes associated with workplace bystander intervention training: Increased camaraderie, increased understanding of responsibility to intervene, common language, and framework to initiate change. Additional support is requested to build company-wide policies and support individual healing.

This report and evaluation series was made possible through the support of RALIANCE.

Right To Be is thankful for RALIANCE’s partnership and leadership in building effective, strategic initiatives to prevent and reduce sexual violence.