

Cultivating a Harassment-Free Workplace®

Workplace Bystander Training
for the National Institutes of Health

In a **“Safe and Civil”** Work-Culture NIH Employees Are:

- Respected
- Valued
- Treated Fairly

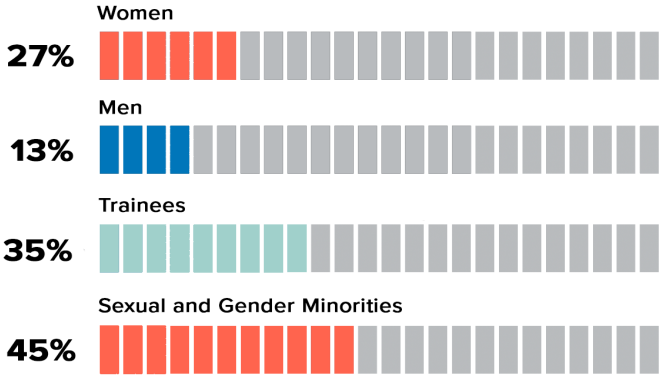
Where is Harassment Occurring?



Source: Interim Results NIH Climate Survey (2019)

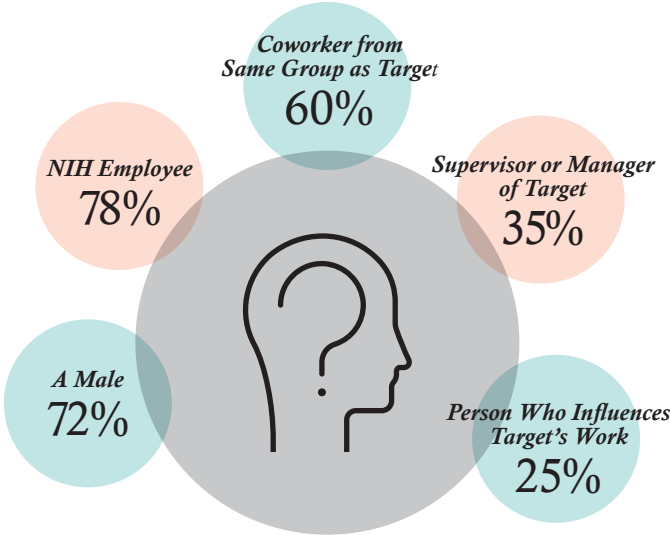
Step 1: Become Aware of the Impact

Who Experiences Harassment?



Source: Interim Results NIH Climate Survey (2019)

Who Commits Harassment?

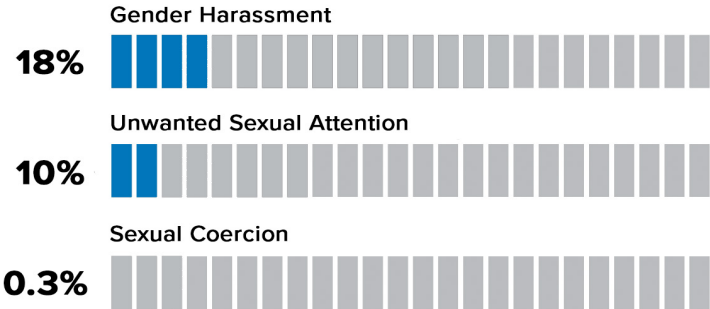


Source: Interim Results NIH Climate Survey (2019)

“All employees have a shared responsibility to help ensure that NIH maintains an environment that is civil and respectful of all individuals.”

— DR. FRANCIS S. COLLINS, DIRECTOR
NATIONAL INSTITUTES OF HEALTH

What Kind of Sexual Harassment?



Source: Interim Results NIH Climate Survey (2019)



Step II: Assess the Conduct

Ask Questions Before Intervening

- Can you intervene safely?
- Does the conduct violate a policy or the law?
- Does the conduct put anyone at risk of harm?

Is it Unlawful Harassment?

- Is the conduct unwelcome?
- Does it result from a protected trait?
- Is it severe or pervasive?
- Does it change the terms or conditions of the job?

The “Reasonable Person” Standard

Under the policy on harassment, the “reasonable person” standard considers the employee’s perspective and assesses if a reasonable person exposed to the same or similar circumstances would find the environment hostile, intimidating, or offensive.

- NIH Policy Manual 1311 - Preventing and Addressing Harassment and Inappropriate Conduct (Sept. 2018)

GLOSSARY OF TERMS

- * **Good-Faith Belief**
A belief held for a specific reason and without malicious intent
- * **Reasonable Person Standard**
A legal doctrine that asks whether a person similarly situated to the target would find the conduct harassing
- * **Benefit of the Doubt**
Accepting someone/something as honest or genuine when questions or concerns exist
- * **Flip It & Reset**
Turn an offensive statement into a question and reset the situation to assume no offense was intended (e.g., Did you mean to ask me ...?)

Step III: Take Appropriate Action

The Four Ds

- **Direct** (intervene in the moment)
- **Disrupt** (draw attention away from target)
- **Delegate** (identify best person to intervene)
- **Delay** (postpone intervention to a better time)

Step IV: Follow-Up Afterwards

Check-In with Target

Ensure safety with regular check-ins:

- Affirm sentiments and address stories
- Support processes for healing and reporting

