



**NUI Galway School of Medicine is a holder of an Athena Swan Bronze Award**  
 We invite all School of Medicine staff & students to join us in making our school the best place to work.

To get involved email: [somnuigsat@nuigalway.ie](mailto:somnuigsat@nuigalway.ie)

 #nuigmedequality



# ACTIVE BYSTANDER TRAINING

## NUI Galway School of Medicine



### DIRECT ACTION

Directly intervene, for example, by asking the person to stop. Immediately act or call out negative behaviour, explaining why it is not OK.



### DISTRACTION

Indirectly intervene, for example, de-escalating by interrupting or changing the subject or focus. Useful where the direct approach may be harmful to the target or bystander



### DELEGATION

Inform a more senior member of staff, for example, your Head of Department, Director or Manager. Use someone with the social power or authority to deal with it.



### DELAY

Wait for the situation to pass and check in with the individual. Then take action at a later stage when you have had time to consider. It's never too late to act.