- Before intervening, assess the safety of the situation for all involved
- Point out improper behavior if you feel safe doing so
- Prioritize the safety of the affected party
- Diffuse the immediate situation by disrupting the behavior if possible
- Report inappropriate behavior
- Use your voice: Speak up, educate, de-escalate
- Advocate on an organizational level
- Advocate for protections for complaints against supervisor
- Model and encourage positive behavior
- Continue the conversation when you leave work:
  Bullying, harassment and intimidation can happen anywhere

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Mental Health and Suicide Prevention Initiative

The BTS Mental Health and Suicide Prevention Initiative provides tools and resources to support entertainment industry workers and promote mental health and psychological safety.

btshelp.org/mentalhealth

BE INFORMED

BE AWARE

STOP BULLYING

SHOW SUPPORT

TAKE ACTION

IT'S UP TO US

TO RECOGNIZE AND STOP BULLYING, HARASSMENT & INTIMIDATION

See the world in a new light

btshelp.org/stopbullying

What Can You Do to Stop Bullying, Harassment and Intimidation?

BE INFORMED

- Know what constitutes bullying, harassment and intimidation
- Know the law, your organization's policy, and your rights
- Understand your workplace responsibilities
- Learn to recognize the signs of bullying, harassment and intimidation
- Learn to identify normalized behavior that is unacceptable
- Learn the skills necessary to help, protect and support people
- Know where to find available resources
- Understand that it is not "just" part of the culture or "just" a problem between two people

BE AWARE

- Understand the harm of words, actions and their impact
- Recognize the misuse of authority
- Set and respect boundaries
- Learn to anticipate and recognize bullying, harassment and intimidation
- Do a bias check - is this what I think it is?
- Trust your feelings - If you think it's not ok it probably isn't

SHOW SUPPORT

PERSONAL

- Support those who are impacted
- If you see something say something
- Treat everyone with respect and empathy
- Acknowledge and validate people's experiences
- Respect confidentiality inside and outside the reporting process
- Empower the victim
- Identify allies, advocates and suggest helpful resources

ORGANIZATIONAL

- Have a robust policy and procedures
- Review and monitor effectiveness of policies and procedures over time
- Investigate and work to resolve all complaints
- Develop and implement a clear communications plan
- Develop and enforce a clear policy about no reprisals / no retaliation
- Provide ongoing information, education, and scenario-based training
- Identify advocates
- Include professional and community-based resources
- Ensure the same policies apply to all parties, regardless of role or position
- Define and require respect and consideration for others
- Leadership sets the tone: Model the positive behavior required by your policies

CULTURAL

- A commitment to fighting bullying, harassment and intimidation can't stop when the workday ends. Bullying, harassment and intimidation are a systemic problem in our industry and in our culture. We have to fight it wherever we find it.