

## TAKE ACTION

- 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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The **Behind the Scenes Mental Health Initiative** provides tools and resources to support entertainment industry workers and promote mental health and wellness.

[btshelp.org/mentalhealth](https://btshelp.org/mentalhealth)

*See the world in a new light*



# IT'S UP TO US

**TO RECOGNIZE AND STOP  
BULLYING, HARASSMENT & INTIMIDATION**

[btshelp.org/stopbullying](https://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.