THE 5 Ds OF BYSTANDER INTERVENTION

Simple, practical ways to respond to harassment safely and confidently.

1 DISTRACT

Defuse the situation by redirecting attention away from the behaviour.

Examples
- Ask for directions
- Spill a drink
- Start a conversation
- Interrupt naturally



Best when: confrontation may make things worse.

2 DELEGATE

Seek support from others to help address the behaviour.

Examples
- Ask a colleague
- Involve a manager
- Get another bystander to help
- Work together to address it

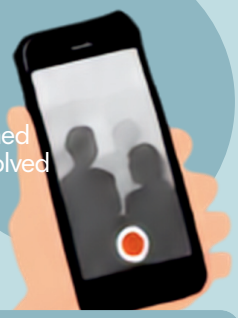


Best when: you need support to step in.

3 DOCUMENT

Safely record key details (as notes, videos or photos) to support reporting and further support.

Note
- Time
- Date
- Location
- What happened
- Who was involved



Safety first: only document if it is safe to do so.

4 DELAY

Offer support after the incident by checking in with the person affected.

Examples
- Ask if they're OK
- Listen and believe
- Help them get support
- Respect their choices



Best when: things feel calm and it's safe to check in.

THE 5 Ds

Choose the response that's safest for you.

THE 5Ds: Choosing a Response

You notice something. **Can you safely intervene?**

NO → Use one or more of the other Ds.

YES → Use Direct if you can.

5 DIRECT

If it is safe to do so, directly address the behaviour.

Examples
- Clearly call it out
- Use confident communication
- Be firm and calm
- Hold the person accountable



Best when: it is safe and you feel confident to do so.

WHEN CAN THE 5 Ds BE USED?

They can be used when you witness:

- Harassment or inappropriate behaviour
- Someone who appears vulnerable or uncomfortable
- Behaviour that makes others feel unsafe
- A situation where someone may need support



WHY DO THEY MATTER?

The 5 Ds provide practical ways to act safely and confidently, helping to:

- Show people they're not alone.
- Help stop situations getting worse.
- Build respectful, supportive environments.

For more information on **Ask for Angela** scan the QR code or visit **askforangela.co.uk**.

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