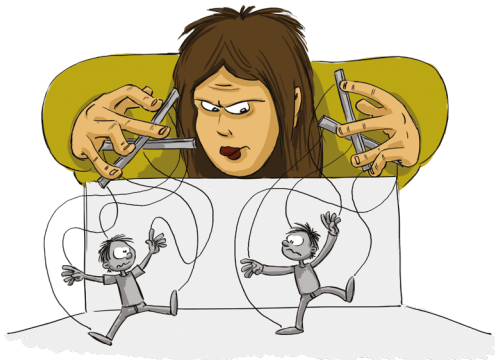


This tool is based on six types of bystander, each of which illustrates typical ways of reacting when witnessing something offensive:



Puppeteer



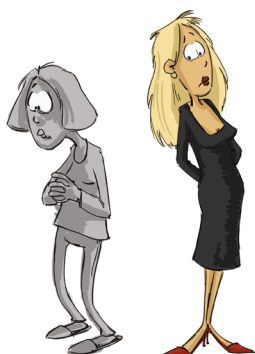
Bystander who creates the situation, initiates, or performs the first actions.

Assistent



Active participant in negative situations, for example by laughing/finding them amusing.

Passive bystander



Walks away or stays silent and does nothing – even if the person have the opportunity to intervene.

Mediator



Helps find a solution, for example by actively intervening in the situation or by talking to the parties together/separately afterwards.

Sympathiser



Shows sympathy, for example by offering comfort and support one-to-one.

Defender



Takes sides and defends the co-worker publicly.