

## Be an active bystander

You choose:

- what to do – based on what you're confident & comfortable with in the circumstances
- when to act – 'in the moment' or afterwards; in private or with others present

NSW solicitors can access free, confidential psychological support through the Law Society of NSW Solicitor Support Service 1800 592 296 [lawsociety.com/sos](http://lawsociety.com/sos)

- disrupt or interrupt in the moment
- acknowledge the sexual harassment
- ask if they're ok, what they want to do, how you can help
- suggest a crisis or support service
- offer to talk, accompany, be a witness or get information

**OBJECT**  
to the perpetrator's behaviour

- **subtly** – using body language (eg. turning away, raised eyebrows) or silence (eg. an uncomfortable pause)
- **indirectly** – comment in a light or humorous way eg. 'Can you try that again – without the offensive parts?' 'You know it's 2020 – not 1820, right?'
- **directly** – name / call out the sexual harassment eg. 'Stop - that's offensive.' 'Don't say/do that. It breaches our policy & makes me uncomfortable.'

*What can I do if I see or hear about someone being sexually harassed?*

**SUPPORT**  
the target

**REPORT**  
the sexual harassment

- to the employer/uni
- to a relevant professional or industry body or regulator (eg. OLSC, Judicial Commission)
- to other bodies or regulators if relevant (eg. human rights or workplace safety agencies, police)

*Anonymous reporting may be available*

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