

# Harassment Prevention Training Scenarios & Knowledge Check

Thank you for watching the City of Chicago  
Bystander Harassment Prevention Training, let's  
review.

# Scenario 1:

## Repeated Jokes” About Accent or English Fluency

- Background: During a team lunch, a few employees laugh and mimic a coworker’s accent after they leave the table. One says, “She’s smart, but man, it’s like ESL day every time she presents.”



# Scenario 1:

## Repeated “Jokes” About Accent or English Fluency Discussion

### QUESTION:

- ▶ What could you do in the moment—or afterward—as a bystander?

#### What a Bystander Can Do:

- ▶ Be Direct: “That’s not cool - those jokes cross a line and make people feel targeted.”
- ▶ Try to Distract: Change the subject quickly or steer conversation away from gossip.
- ▶ Delegate to Authority: Quietly mention it to a manager or HR, especially if it’s a pattern.
- ▶ Delay and Determine: Check in with the targeted coworker later. “I heard what happened. You ok with how that went?”

# Scenario 1:

## Flirting from a Higher-Up

- ▶ Background: You overhear a department head repeatedly complimenting a junior staff member's looks during breaks: "You always brighten up this office," "If I were your age..." The junior employee laughs awkwardly but never engages.



# Scenario 2:

## Flirting from a Higher-Up Discussion

### QUESTION:

- ▶ Does this seem harmless or like something you should step in on? Why or why not?

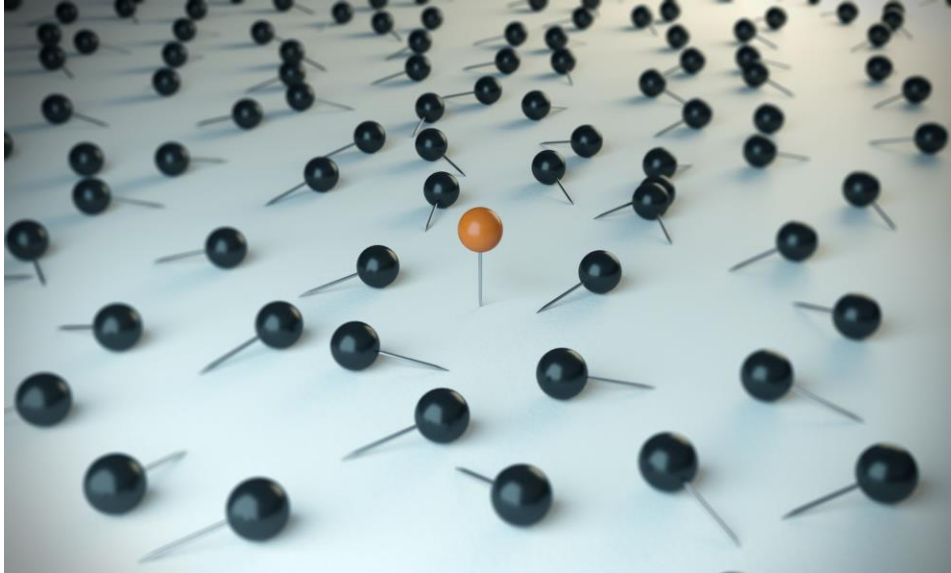
### What a Bystander Can Do:

- ▶ Be Direct: Say something like, “Hey—let’s keep things professional, yeah?”
- ▶ Try to Distract: Step in with a topic change or pull the junior employee into another task.
- ▶ Delegate to Authority: Let HR or another supervisor know—it’s a power imbalance issue.
- ▶ Delay and Determine: Follow up with the employee: “I noticed the comments—do you want to talk to someone about that?”

# Scenario 3:

## Cold Shoulders After a Complaint

- Background: A coworker who recently reported a concern to HR is now being excluded from meetings and copied less on emails. Someone says, “Careful what you say around her—she's sensitive.”



# Scenario 3:

## Cold Shoulders After a Complaint Discussion

### QUESTION:

- ▶ What signs of retaliation do you notice here, and what could you do as a bystander?

### What a Bystander Can Do:

- ▶ Be Direct: Speak up in the moment: “Let’s not make her the problem—she did the right thing.”
- ▶ Try to Distract: Bring the employee back into a group setting or help include them in follow-up communication.
- ▶ Delegate to Authority: Share the behavior with HR—it may be retaliation.
- ▶ Delay and Determine: Ask the excluded employee if they feel supported and offer to help them stay looped in.

## Scenario 4: Harsh Comments Disguised as "Feedback"

- Background: In a team huddle, a supervisor says to an LGBTQ+ employee: “You’re very expressive—you might want to tone that down around clients.” Others go quiet.





# Scenario 4:

## Harsh Comments Disguised as "Feedback" Discussion

### QUESTION:

- ▶ What are some ways to step in without escalating the situation or embarrassing anyone?

### What a Bystander Can Do:

- ▶ Be Direct: Say calmly, "I don't think how someone expresses themselves is the issue here."
- ▶ Try to Distract: Defuse the moment: "Let's refocus on the client updates—this feels off track."
- ▶ Delegate to Authority: Speak with another supervisor or HR about inappropriate feedback.
- ▶ Delay and Determine: Check in with the employee privately to offer support and remind them they're valued.

# Reminder

- ▶ If it feels wrong, say something.
- ▶ If you see something, say something.
- ▶ We all play a role in creating a safe and respectful workplace.