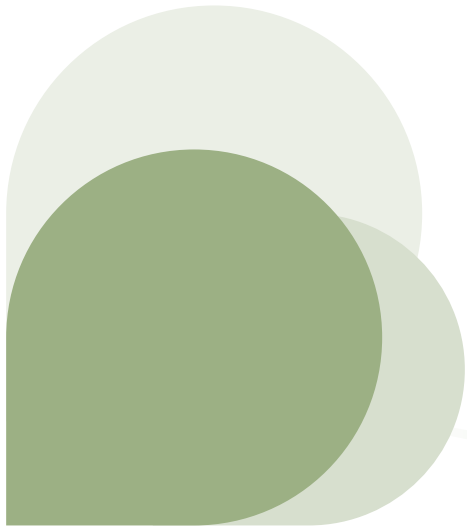




# Bystander Intervention

Oregon Tradeswomen, Inc.



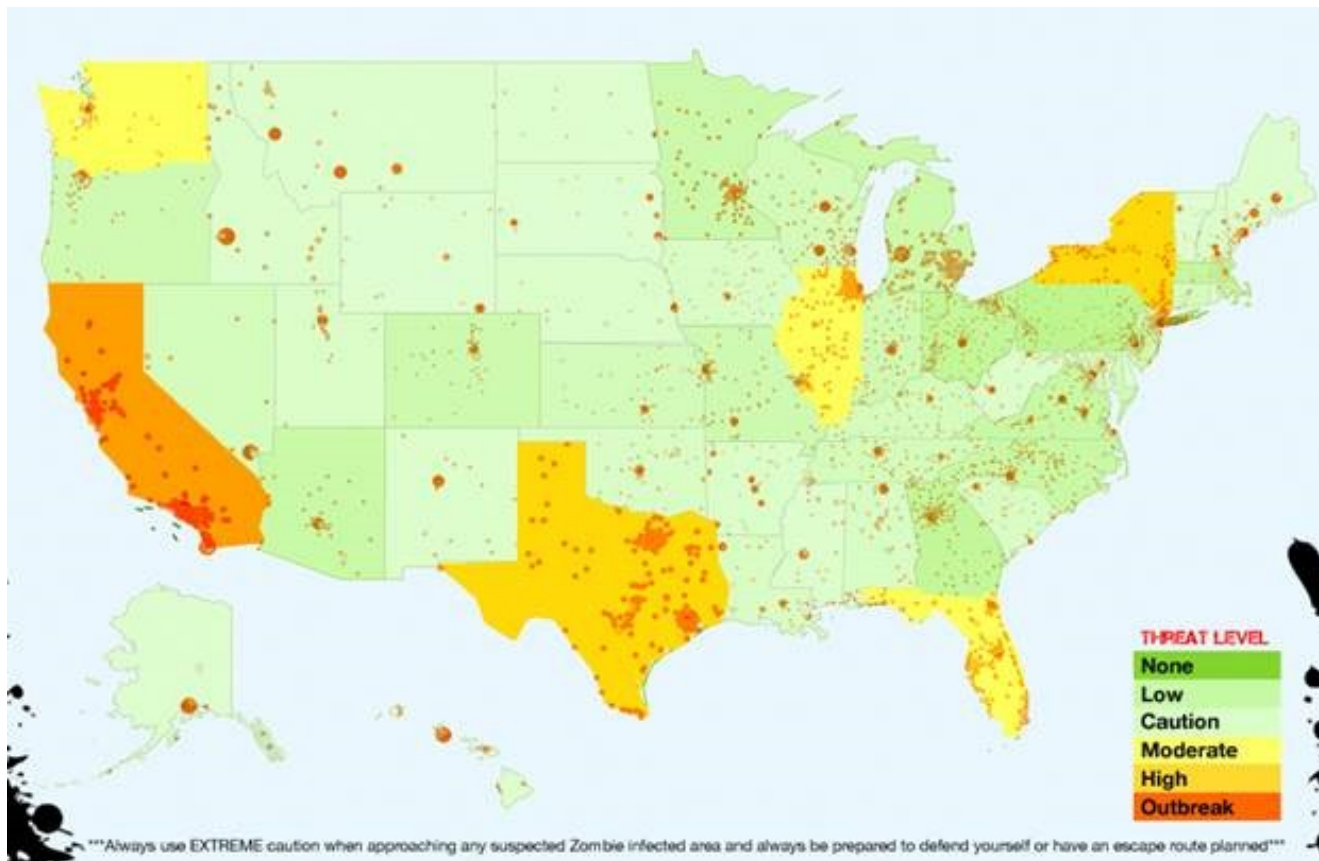
# Respectful Workplaces Pilot Project

- Funded by the Oregon Department of Transportation's Workforce Development program and the Oregon Bureau of Labor and Industries Office of apprenticeship
- Project has multiple approaches to increase apprenticeship retention amongst diverse women and men of color in the highway construction trades
  - Worksite Awareness
  - Worker Education
  - Opportunities for Voice
  - Bystander Intervention
  - Evaluation



# What is Bystander Intervention

- Grassroots – focuses on affected population interrupting problematic behaviors, in this case workers helping workers
- This pilot project is using a program called, Green Dot





# Keys to Success for Green Dot

- Already implemented in male dominated fields: Air Force wide, starting roll out in Army
- Linked to safety – workers experiencing harassment
- Interactive Training
- Based on Social Change Theory
- Addresses all populations
- Meets people where they are
- Multi-pronged Approach: campaign, levels of training, proactive and reactive Green Dots, Day to day intervention



# Green Dot Interventions

- How do you send a message, immediately on a workplace, that harassment will not be tolerated?
- Proactive Green Dots
- Media Campaign
- Leadership Backing
- Reactive Green Dots
  - Direct
  - Distract
  - Delegate