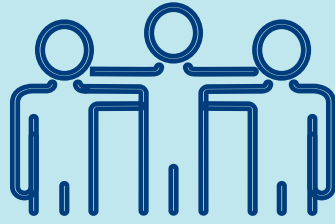


# ALLY



**An ally is a person who supports victims of harassment in the workplace and stands up for what's right. Here are a few ways to convey that you're an ally.**



## **Listen actively**

- Avoid assumptions
- Don't talk over the person sharing
- Give your full attention



## **Avoid rationalizing bad behavior**

- Don't explain away someone's bad behavior
- If you feel you're making excuses, you probably are
- Try to listen and support



## **Be consistent**

- It's not enough to simply refrain from laughing
- Tell the bullies their jokes are not welcome
- Stand up for the person being harassed



## **Speak up!**

- Being offended isn't enough
- Harassers need to be reported
- If you see it or hear it, speak up!



## **Educate yourself**

- It's not the victim's responsibility to teach you what's right
- How can you take your understanding to the next level?
- Seek out information that can help you be an ally



## **Be respectful**

- Saying you're an ally isn't enough
- Limited interaction isn't enough
- Invest your time and energy into understanding

Your actions and reactions when you witness and respond to incidents of sexual or other harassing behaviors in the workplace will earn trust over time. Colleagues will identify YOU as an ally.