



THE BYSTANDER CHALLENGE

Moving from Bystander to Upstander



**The Bystander Challenge Meets Anti-Harassment
Compliance Requirements in All 50 States.**





Do you want to do more than “check the box” when it comes to creating a **safe and inclusive work environment for your employees?**

A RECENT EEOC REPORT SHOWED THAT...

“Harassment Training is important, but it needs to be the right training. Employers should consider workplace civility training and bystander intervention training.”

- Select Task Force on the Study of Harassment in the Workplace (June 2016)



**NATIONAL
CONFLICT
RESOLUTION
CENTER™**



TOYOTA

“I am so excited to have had the opportunity to partner with NCRC to bring bystander training to Toyota. This transformative and cutting edge training will equip our team members throughout the United States with advanced skills to speak up if they see behavior that is inconsistent with our fundamental principle of Respect for People.”

JANE HOWARD-MARTIN

*Vice President Labor & Employment/Plant Support
Toyota Motor North America, Inc.*



**Top business leaders are
choosing The Bystander Challenge.**

“The NCRC Bystander Challenge is a leading edge training that addresses workplace harassment, #metoo and other on-the-job conduct. It emphasizes culture and communication in constructive and respectful ways.”

WILLIAM B. SAILER
Senior VP, Legal Counsel

Qualcomm

This **three-hour workshop** teaches people how to communicate with a co-worker when they perceive red flags or micro-aggressions. Employees learn to have challenging conversations in ways that demonstrate respect, inclusiveness, and dignity for everyone involved. It gives participants more confidence to react effectively, before matters escalate to harassment.

The Bystander Challenge is available:

- **In person, virtually with live instructor, and e-learning**
- **For supervisory and non-supervisory employees**
- **As a compliant anti-harassment training in all 50 states**

