

# How to be an Ally and combat harassment

## **How to combat harassment specifically**

- 1) Remember, it is not the harassment target's fault they are being harassed
  - a) Nor does it fall solely on the target to address the problem
- 2) Be an ally (see below)
- 3) Establish a code of conduct
  - a) Set clear expectations and stick to them
- 4) When someone has a complaint, listen
- 5) Call out bad behavior when you see it
  - a) Be short, simple, and firm
  - b) Humor usually backfires
- 6) Intervene when you see someone being harassed
  - a) Create a distraction/change the subject
  - b) Practice simple responses
- 7) All that being said, pick your battles
  - a) Be supportive of the person you perceive as being harassed
  - b) Only intervene if they want you to

## **What is an ally?**

“Sharing the weight: How to know when — and how — to support marginalized people at work”,  
CNN Business: <https://edition.cnn.com/2018/10/30/success/ally-workplace-racism/index.html>

## **How to be an ally**

- 1) Self-evaluate your power and privilege
  - a) Example:  
[https://www.ndsu.edu/forward/advocates\\_and\\_allies\\_project/resources/self\\_starting\\_guide/recognizing\\_male\\_privilege/](https://www.ndsu.edu/forward/advocates_and_allies_project/resources/self_starting_guide/recognizing_male_privilege/)
  - b) Review your self-biases and privilege regularly
- 2) Practice empathy
  - a) How might the experience of others be different than your own?
- 3) Initiate open and honest conversations with others with privilege
- 4) Educate yourself
- 5) Establish a more personal role in creating a more inclusive system
- 6) Team up with other allies

“Arbejdsmiljøudvalget” at GLOBE is currently working on formulating GLOBE specific guidelines on the topic.

## **Current KU guidelines**

Danish:

- [Krænkende handlinger, som mobning og seksuel chikane](#)
- [Retningslinjer for forebyggelse og håndtering af krænkende handlinger, herunder mobning og seksuel chikane](#)

English:

- [Offensive behaviour, including bullying and sexual harassment](#)
- [Guidelines for the prevention and dealing with allegations of offensive behaviour, including bullying and sexual harassment](#)

## **Guidelines from Arbejdstilsynet (Work environment in Denmark)**

<https://at.dk/regler/at-vejledninger/krænkende-handlinger-4-3-1/> (in Danish)