

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/
 - 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)