

# HOW TO RESPOND WHEN WITNESSING TRANSGRESSIVE BEHAVIOUR

Transgressive behaviour includes all possible forms of undesirable behaviour in the workplace and in the learning environment. Specifically, it concerns any form of verbal or physical violence, bullying behaviour, unwanted sexual acts, harassment, racism or discrimination.

There are several ways in which you can respond when witnessing transgressive behaviour. Your own safety is always paramount, only intervene in a way that you feel comfortable with and which is appropriate in the situation.

As a witness, you can use the following 5-step method:

## INVOLVE OTHERS

Speak to another person present and work together.

## DISTRACT

Shift attention

## ISOLATE

Remove the person from the situation.

## ADDRESS

Indicate that this behaviour is not okay.

## STAY PRESENT

Can't intervene?  
Stay close and help asap.

### URGENT HELP:

Campus security: 02 629 11 11 (24/24)

### REPORTING TRANSGRESSIVE BEHAVIOUR AND /OR FOR QUESTIONS OR ADDITIONAL INFORMATION:

Meldpunt@vub.be  
02 629 15 00  
www.vub.be/yana

### VUB WELL-BEING SERVICES:

www.vub.be/welzijn

