

**Active Bystander Training** – Training by UoM Equality, Diversity and Inclusion Team.

Conscious conduct in the Workplace is an active bystander education session that encourages participants to notice potentially problematic situations & challenge or prevent microaggressions, bullying, harassment, discrimination and hate.

We believe that it is everyone's responsibility to help create an inclusive & accessible environment. The purpose of this 2 part training is to equip you with the necessary knowledge, skills, and confidence to be an active bystander.

*Intended Learning Outcomes:*

- Describe the purpose of bystander education and identify the potential barriers to intervention.
- Recognise micro-aggressions and describe the range of behaviours that can be potentially problematic.
- Understand biases which lead to toxic environments where bullying, harassment, discrimination, and hate thrive and the impact that these can have on individuals and groups.
- Recognise your role as an active bystander and describe what responsibilities you have in creating an inclusive and accessible environment.
- Apply a range of techniques that can be used to challenge or prevent micro-aggressions, bullying, harassment, discrimination, and hate.

Training comprises of an online pre session learning ( completed in own time, followed by a 1 hour in person or online training session.