

It can be hard to speak up when discrimination occurs.

But here we Fly Fair. Speaking up is essential to creating a safe and respectful work environment for all of us.

You can use the strategies below that suit your situation and comfort level.

Direct

Speaking up against inappropriate behaviour.

"This type of language isn't acceptable here. We all need to be professional."

"I'm surprised to hear you say that. Everyone deserves respect in this workplace."

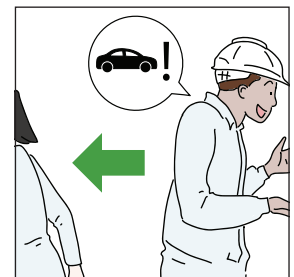
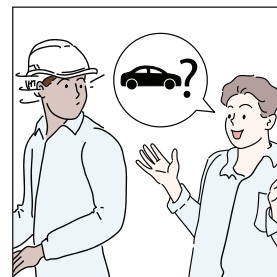


Distract

Diverting the attention of those involved.

"Have you seen the updated schedule for next week?"

"Hey everyone, let's get some coffee and come back to this later."

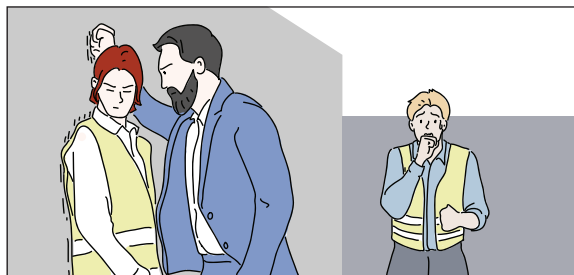


Delegate

Seeking help from a third party to intervene.

"I'm not comfortable with this situation. Can you step in and address it?"

"Would you like me to speak with the supervisor about what just happened?"

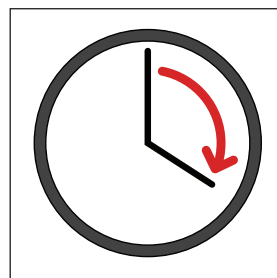


Delay

Offer support to the target after the incident.

"Hey, are you okay after what happened earlier? Would you like to talk about it?"

"You don't deserve to be treated that way. Is there anything I can do to support you?"



Document

Record the incident to provide evidence if needed later.

"I'm taking notes on what just happened in case you need them for a report."

"For reference, when did the incident occur?"

