



# THE BYSTANDER CHALLENGE

Moving from Bystander to Upstander



**The Bystander Challenge Meets Anti-Harassment Compliance Requirements in All 50 States.**





**Do you want to do more than “check the box” when it comes to creating a **safe and inclusive** work environment for your employees?**

**A RECENT EEOC REPORT SHOWED THAT...**

**“Harassment Training is important, but it needs to be the right training. Employers should consider workplace civility training and bystander intervention training.”**

*- Select Task Force on the Study of Harassment in the Workplace (June 2016)*





**NATIONAL  
CONFLICT  
RESOLUTION  
CENTER™**



**TOYOTA**

**“I am so excited to have had the opportunity to partner with NCRC to bring bystander training to Toyota. This transformative and cutting edge training will equip our team members throughout the United States with advanced skills to speak up if they see behavior that is inconsistent with our fundamental principle of Respect for People.”**

JANE HOWARD-MARTIN

*Vice President Labor & Employment/Plant Support  
Toyota Motor North America, Inc.*



**Top business leaders are  
choosing The Bystander Challenge.**

**“The NCRC Bystander Challenge is a leading edge training that addresses workplace harassment, #metoo and other on-the-job conduct. It emphasizes culture and communication in constructive and respectful ways.”**

WILLIAM B. SAILER  
*Senior VP, Legal Counsel*

**Qualcomm**

**“...we wanted to ensure that we not only maintained compliance with State mandated harassment training but exceeded that by offering experiential learning sessions that would really get everyone thinking about the kinds of conduct that could constitute harassment.**

***We engaged NCRC to come onsite and host multiple workshop sessions with all our managers, and have been delighted with the outcomes.***

**There were lively debates in the sessions themselves, and after the training you could hear people continuing to talk about the topics raised around the offices.”**

NICOLA FRANKLIN

*Sr. Director, Talent Management & Organizational Development*

**Los Angeles Times**

This **three-hour workshop** teaches people how to communicate with a co-worker when they perceive red flags or micro-aggressions. Employees learn to have challenging conversations in ways that demonstrate respect, inclusiveness, and dignity for everyone involved. It gives participants more confidence to react effectively, before matters escalate to harassment.

## **The Bystander Challenge is available:**

- **In person, virtually with live instructor, and e-learning**
- **For supervisory and non-supervisory employees**
- **As a compliant anti-harassment training in all 50 states**



## **NATIONAL CONFLICT RESOLUTION CENTER™**

### **There is a Solution.**

Conflicts arise in every aspect of life—at home and work, in classrooms and communities. When effective communication strategies reveal common ground, people are empowered to overcome differences. The National Conflict Resolution Center provides services and training that transform conflict into resolution.

Questions? Contact [Ashley Virtue](#)  
[Click here to learn more about The Bystander Challenge](#)

**[www.NCRConline.com](http://www.NCRConline.com)**

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