

BE MORE THAN A BYSTANDER

A transformational leadership development opportunity

WHAT WE DO

Drawing on decades of research and front-line expertise, the Ending Violence Association of BC (EVA BC)'s internationally recognized Be More Than a Bystander program delivers a ground-breaking, culture-shifting approach to creating safe, respectful workplaces and communities.

Focused on providing practical tools to empower people to "stand up instead of stand by," this program addresses the complex and challenging subject of workplace harassment and bullying.

ABOUT US

Ending Violence Association of BC (EVA BC) was founded 30 years ago and has grown to support and train close to 300 anti-violence programs and community coordination initiatives across the province. EVA BC's work is guided by respect for difference, human dignity, and equality. EVA BC provides support to front-line workers and organizations, coordinates community programs, and develops resources, and provides training on gender-based violence.

225,000
People Trained

Award Winning
Program

Recognized by the
United Nations

CONTACT US

www.endingviolence.org

Phone: (604)-633-2506

Email: bystander@endingviolence.org

Ending
Violence
ASSOCIATION OF BC

BE MORE THAN A BYSTANDER

OUR PROGRAM

- Recognizes that the vast majority of men and women in the workplace want to do the right thing and value a fair, respectful environment
- Provides the practical tools and information to recognize the range of behaviours that contribute to a negative culture where sexual harassment and abuse can occur
- Equips leaders and employees at all levels with concrete skills to appropriately address these issues and create the respectful culture everyone wants

This program is offered to a variety of workplaces and communities in different formats. The core presentation is 90 minutes and offers complementary leadership intensive training sessions. An extended program is offered as a three day train-the-trainer format.

Please contact us for information on fees for your specific program delivery request.

CLIENTS INCLUDE



Being more than a bystander is about seeing harassment and violence and feeling empowered to intervene and take a stand, whether it's verbal or non-verbal, that says this behaviour is not accepted.

- NINU KANG, EXECUTIVE DIRECTOR, EVA BC

PROGRAM HISTORY

- In 2011, **EVA BC and BC Lions** formed a groundbreaking partnership to provide **high school students** with the confidence and the skills to Be More Than a Bystander and break the silence on gender-based violence.
- The success of our Be More Than a Bystander model led to the creation of **workplace programming**, and an expanded scope to cover all forms of violence, harassment, and bullying.
- EVA BC now works with some of **BC's largest employers and unions** to create **inclusive workplace cultures** by inspiring action and true leadership at all levels.

OUR UNIQUE APPROACH

The power of EVA BC's Bystander program is centered on its focus on **empowering positive change and fostering solidarity** among people.

1. Emphasizes Bystander Intervention as the Solution to Bullying, Harassment and Violence

- Targets the masses in a workplace, encouraging everyone to take responsibility
- Develops leadership at all levels, empowering employees to intervene and prevent harmful behaviour
- Models a safe and respectful work environment, setting a standard of acceptable behaviour
- Sends a clear message that harmful behaviour is unacceptable and will not be tolerated

2. Develops Practical Skills and Knowledge to Combat Workplace Violence

- Uses scenario-based learning to demonstrate simple and effective actions
- Provides practical tools that participants can use to make a difference immediately.
- Focuses on real-world applications so participants are prepared to address issues in their own workplaces.

3. Men's Engagement Model for Male-Dominated Work Environments

- Specifically addresses the dynamics of male-dominated workplaces, making the training relevant and impactful.
- Builds a community of allies who are committed to standing against discrimination and violence



BYSTANDER INTERVENTION TRAINING IN IMPROVING WORKPLACE CULTURE

Bystander intervention training has emerged as one of the most effective strategies for fostering respectful, inclusive workplaces and reducing harassment and bullying. In Canada, where gender-based violence and workplace harassment are recognized as critical issues, this training shifts the narrative from avoidance and punishment to active participation and accountability, empowering employees to take positive actions.

Why Bystander Intervention Training Works

Unlike traditional training that focuses solely on compliance or behavior to avoid, bystander intervention training equips employees with the tools to act when they witness inappropriate behavior. This approach fosters a culture where everyone shares responsibility for creating safe and respectful workplaces.

Supporting Canadian Data and Statistics

Prevalence of Harassment in Canadian Workplaces According to a **2020 report by Statistics Canada, 1 in 4 women and 1 in 6 men reported experiencing inappropriate sexualized behaviors in the workplace** within the previous year. These figures underscore the urgency of addressing workplace harassment in Canada.

Bystander Training Reduces Incidents

Research from Workplace Strategies for Mental Health indicates that organizations with bystander intervention programs see measurable reductions in harassment reports, with **30% fewer complaints filed within the first year of implementation.** This reflects a shift toward proactive prevention and accountability.

Cultural Impact in Male-Dominated Industries

Male-dominated industries, such as construction and manufacturing, face unique challenges in addressing workplace harassment. A 2019 study by the Canadian Labour Congress found that **bystander training programs in these sectors led to a 20% improvement in employee perceptions of workplace culture,** as employees became more confident in addressing inappropriate behaviors.

A Cultural Shift in Canadian Workplaces

Bystander intervention training is setting a new standard for workplace culture in Canada. By promoting positive actions, empowering employees to take responsibility, and linking respectful behavior to workplace safety and well-being, this approach addresses both the root causes and effects of harassment and bullying.

In Canada, where inclusivity and respect are core values, investing in bystander intervention training is not just about compliance—it's about building workplaces where everyone feels safe, supported, and valued.



BE MORE THAN A BYSTANDER

THE IMPACT

- Recognizes that the vast majority of men and women in the workplace want to do the right thing and value a fair, respectful environment
- Provides the practical tools and information to recognize the range of behaviours that contribute to a negative culture where sexual harassment and abuse can occur
- Equips leaders and employees at all levels with concrete skills to appropriately address these issues and create the respectful culture everyone wants

I truly felt like this was about recognizing the value of every person and giving them the respect they deserve. It was much broader than work and will impact me in my relationships with family, friends, work colleagues and strangers.

-Participant, 2023

DATA FROM OUR TRAINING

- **92.5%** of participants said they had a better understanding of what constitutes discrimination, bullying, harassment, and violence in the workplace
- **97%** of participants said more equipped to speak up and how to intervene when they witness inappropriate behavior

TESTIMONIALS

- “The Be More Than a Bystander training gave me the tools and confidence to speak up and question the “locker room talk” that I’ve been hearing my whole life. I’m glad we are taking a leadership stance against the bullying and harassment that so many of us men have come to accept as normal.” ~ Kyle Kozak, Apprenticeship Advisor Industry Training Authority
- “Be More Than a Bystander training invites you to look at yourself and provide you with tools to not stand by. When the course is done you realize there is a way forward, a way to stop this, a way to change the culture without demonizing people... This touches every aspect of our lives.” ~ John Beckett, Vice President Operations BC Maritime Employers Association
- “Through the Be More Than a Bystander Training, my eyes were opened to the responsibility men have in our society and workplaces to prevent gender-based bullying, harassment and violence.” ~ Laird Cronk, President, BC Federation of Labour