



Baylor
College of
Medicine

Bystander Intervention

Advocacy | Support | Response



Bystander Intervention

Bystander intervention is the philosophy that as members of the Baylor community you possess the ability to care for others in your immediate environment just as you care for others in your capacity as a medical provider or medical scientist. This care extends to those we know as well as strangers who may be in potentially harmful situations and are unable to help themselves. You can do something by speaking up or stepping in to the situation. Both of these actions take courage, however in many cases you may find that your choice to do something encourages those around you to do something as well.



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How to Respond to Discrimination & Misconduct

ADVOCACY | SUPPORT | RESPONSE

Do Something

1. Trust your instincts.
2. Communicate when someone has crossed a boundary.
3. Trust your instincts.
4. Communicate when someone has crossed a boundary.
 - Choose a response.
 - Take action.
5. Stand up for your peers, and yourself.

Response Formulas

1. The behavior is not ok.

“Hey, that’s not ok.”

2. The behavior is not ok + a request/redirect.

“Hey, that’s not ok. Don’t do that around me again.”

3. The behavior is not ok + impact+ a request/redirect.

“Hey, that’s not ok. Things like that make it hard to do our jobs. Don’t do that around me again.”

CURT Mnemonic

For Peers, Faculty, Staff

Concerned

Uncomfortable/Unprofessional

Refrain

Thank you.

I'm concerned about _____. It made me uncomfortable, and I would like for you to refrain from doing it again in the future. Thank you.

Stop, Talk, Roll (STR)

For Patients

Stop the conversation.

Talk through the patient encounter with a supervising resident or attending.

Roll out and get support through peer mentors, and mental health services.

BCM Contacts

Title IX Coordinator

- Toni Gray, Office of Title IX
- toni.gray@bcm.edu
- 713-798-8137

Deputy Title IX Coordinator

- Marsha Brewington, Office of Title IX
- marsha.brewington@bcm.edu
- 713-798-2527

Employee Relations Team

- Office of Human Resources
- employeerelations@bcm.edu
- 713-798-4346

Website: <https://www.bcm.edu/titleix>

Policy: [02.2.26 Sexual Misconduct and Other Prohibited Conduct](#)