

About the Program

The Ironworkers International Union's **Be That One Guy Program (BTOG)** recognize harassment is a safety hazard, not just a treatment issue.

In any harassment scenario there are three key components—a harasser focused on their target; a target focused on the harasser; and bystanders focused on the situation as it unfolds. The outcome is a whole group of workers not putting their full attention on the job at hand.

In the past, the solution was to remove targets of harassment from the situation. This approach, while often well-meaning, made it appear the target and not the aggressor was to blame for the situation. By identifying only the target's lack of concentration as a cause for concern, we miss the bigger picture and feed into aggressor-biased solutions.

Shifting to a true victim-protection and safety-focused culture, BTOG supports removal of the aggressor—just as we would with any other identified safety hazard. This ensures the safety of workers & jobsite and transfers blame for harassment to aggressors, where it belongs.

Participants learn about the domino effect of harassment and understand their own ability to transition from a bystander to an Upstander. At the same time, jobsite supervision, union leadership and signatory contractors learn a better way to handle situations—one that shifts us away from

past practices and embraces the power of Upstanders to become part of the solution.

Policies, Reporting & Support

BTOG helps establish a structure for policies, reporting and claims support—for individuals and investigations. Through anonymous incident reporting from members and Inter-organizational reporting for leadership, BTOG trains participants in providing assistance, better investigation of claims and a deeper understanding of how to implement effective strategies.

Focus on Members

The concept that every member is responsible for the safety of their Brother & Sister Ironworkers is at the core of our union—and the BTOG Program. Education and worker protection is the Union way. Training programs like BTOG educate our members, provide safer worksites and lead the way to creating more opportunities for working families, women and people of color.

Contact us to learn more or schedule an Upstander Training in your area.



Ironworkers International Union

“BE THAT ONE GUY” Upstander Training



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Upstanders Training

Participants are rank & file members who will learn about the barriers to inclusion in the trade and why it is important for healthy union growth to eliminate them.

Becoming an Upstander

Iron Workers Union Interpretation of the Standardized Model for Intervention:

- Recognize the situation is a problem
- Understand the problem is urgent & requires action
- Take responsibility for your own authority to intervene
- Decide how best to help
- Choose to act.

Program instructors help attendees understand how harassment & bullying impact jobsite safety and ways to identify harassment situations as they are unfolding. The primary objective for the program is to empower our union brother &

sisters to take ownership of their ability to respond; and, provide best practice responses to situations they may encounter working on a jobsite.

Know When to Intervene:

- What does fear look like?
- Quiet fear vs. Quiet strength
- Respecting nonverbal cues



Through the Ironworkers Union's interpretation of the standardized model for intervention, participants are given tips to identify inappropriate behavior

THE 4 D'S OF INTERVENTION

Don't Be a Bystander.

Step in.

Step up.

Because workplace safety is everyone's business.

and microaggression, as well as hands on training in appropriate responses using the 4 D's of Intervention.

DIRECT: "Everything here okay?"

DISTRACT: "The boss is looking for you?"

DELEGATE: "I think Jose is uncomfortable, can you step in?"

DELAYED: "Want to go get a cup of coffee & talk about it?"