

Intervention Method: Delay

Delay involves checking in with someone after an incident to talk through their feelings. We can help reduce that person's distress and help them recover more quickly by speaking to them about a bad experience — if they're ready and available.



When to “delay” and check in afterward:

- You feel uncomfortable interacting with those involved.
- You feel the need to be careful around some of the people involved (they may be your boss, a client, or someone you don't know).
- You see someone is upset and you want to help.

Tips for checking in:

- Let the person who was harmed know you saw what happened and it wasn't okay.
- Ask them how they are feeling.
- Allow them to vent their feelings, thoughts, and emotions.
- Ask them if there's any way you can support them.
- Share resources with them and offer to help make a report if they want to.
- If you've documented the incident, ask them if they want the documentation.