

# **ROLES PEOPLE PLAY in HARASSMENT INCIDENTS ONE PERSON / MANY ROLES**

from **Anti-Defamation League**  
**A WORLD OF DIFFERENCE® Institute**  
Peer Training Materials (2000)

**ALLY:** Someone who speaks out on behalf of someone else or takes actions that are supportive of someone.

**CONFRONTER** (one form of an ally): someone who speaks out when a biased incident takes place.

**BYSTANDER:** Someone who sees something happen and does not say or do anything.

**PERPETRATOR:** Someone who says or does something against another person.

**TARGET:** Someone who is the focus of mistreatment.