



# GEM

# Harassment

# Free

# Environment

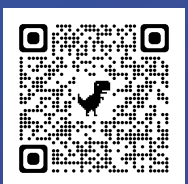
**Step Up! as a Bystander**

**Direct, Distract, Delegate, Delay, Document**

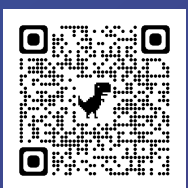
**Talk to a Steering Committee Member**



GEM Code of Contact



GEM Steering Committee Members



Step Up! Bystander Training



Harassment-Free Environments  
at NSF-Sponsored Conference