Here is a set of conversation-starting questions that can help someone open up a dialogue with a colleague they think might be experiencing harassment. These questions are designed to be non-confrontational, supportive, and respectful of the colleague's comfort level.

**Conversation-Starting Questions:**

1. **General Check-In:**
   * "Hey, I’ve noticed you seem a bit down or stressed lately. How are you feeling?"
   * "You don’t seem like yourself these days—are you okay? Is there anything on your mind?"
   * "I’ve noticed some changes in your mood or behaviour recently. Is everything alright?"
2. **Offering a Safe Space to Talk:**
   * "If you ever want to talk or if something’s bothering you, I’m here to listen."
   * "I’ve noticed you’ve been a bit quieter lately. If there’s anything going on, know that I’m happy to chat whenever you’re ready."
   * "If something is going on that you’re uncomfortable with, just know you’re not alone, and I’m here if you need support."
3. **Gently Addressing Specific Concerns:**
   * "I noticed you’ve been avoiding certain people/meetings. Is there something you’re dealing with that you’d like to talk about?"
   * "You seem to be keeping your distance from [person/situation]. I just wanted to check if everything is okay with that?"
   * "I’ve seen that you’ve been taking a lot of time off lately—just wanted to see if there’s anything you need support with."
4. **Encouraging Open Conversation Without Pressure:**
   * "You don’t have to share if you’re not ready, but I’m here whenever you feel comfortable talking about anything."
   * "If there’s something bothering you and you want to talk, I’m happy to listen, no pressure."
   * "If you’re dealing with something difficult, you don’t have to go through it alone. You can talk to me whenever you feel ready."
5. **Encouraging Support and Next Steps:**
   * "If you ever feel like you need help, whether it’s from HR or just someone to talk to, I’m here to support you however I can."
   * "Have you thought about speaking to HR or someone who can help? I’d be happy to go with you if that would help."
   * "If something’s not right at work, you have options. I can help you figure out what steps you can take when you’re ready."
6. **Offering Continued Support:**
   * "Just know that I’m always here to talk, even if you’re not ready to share right now."
   * "Whatever is going on, you have my support. Let me know if there’s anything I can do to help, whenever you feel comfortable."

These questions focus on opening the conversation without being intrusive, providing the colleague with a sense of support and control over what they choose to share. The aim is to create a safe space where the colleague feels heard, without feeling pressured to disclose more than they are ready to.