



## Setting the Example

Leaders have a responsibility to set examples and take responsibilities for safety programs. You cannot expect people to embrace a culture of safety if you ignore it yourself. There are a few different steps that most leaders can take to help set the example for safety.

- Personally adhere to safety procedures
- Reward people who practice safety
- Make sure all employees know the safety practices for their positions
- Have safety program leaders
- Locate hazards and risks
- Monitor safety – checklists and walkthroughs
- Have reporting systems in place

These steps are beneficial for everyone. Individual companies, however, may need more specific actions, such as PPE (Personal Protective Equipment) controls.

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## **The Importance of Safety**

Safety may seem like a boring topic, but an unsafe work environment cannot be ignored. Employers have a responsibility to keep all their employees safe both legally and ethically. Understanding the risks that companies face along with the benefits that safety practices provide will help establish why universal safety practices are so important.

## **Legal Responsibilities**

Federal, state, and local laws all place legal responsibility for safe workplaces on employers. OSHA, for example, demands the display of safety posters for employees to see. Employees are legally protected from engaging in hazardous workplace activities or in unsafe conditions. There are specific guidelines for different sectors, but most companies are responsible for the same universal safety guidelines, which we will address in this manual.

When employers are lax in safety, they face legal problems. Inspectors can fine infractions, and people can be injured or killed in the worst-case scenario. Cases of severe negligence may result in lawsuits, sanctions, and possible criminal charges.

## **Risks**

Risk is “A probability or threat of damage, injury, liability, loss, or any other negative occurrence that is caused by external or internal vulnerabilities, and that may be avoided through preemptive action,” according to [businessdictionary.com](http://businessdictionary.com). Everything comes with a risk, even safety. Unfortunately, many safety programs fail.



## **Review Questions:**

1. When would employers face legal problems?
  - a. Lax in safety
  - b. Monitor safety
  - c. Inspections
  - d. None of the above
2. What will negligence result in?
  - a. Lawsuit
  - b. Sanctions
  - c. Criminal charges
  - d. All of the above