

# We all have a role in advancing safety



## Tip sheet

More than 4.6 million medically consulted injuries occur at work in the U.S. a year – that's more than 12,000 a day.

We are all human, and humans make mistakes. Despite our potential for human error, we should never accept safety incidents as part of our job. Employers and employees should strive to prevent them.

It is the employer's role to make sure there are systems in place to absorb and respond to these errors so jobs can be performed safely. Employees should assist in improving these systems at every opportunity. We all play a part in keeping each other safe.

### Employers should:

- Visibly support safety from the top
- Provide resources for safety programming and improvements
- Investigate all incidents to determine how the incident occurred
- Engage all employees in safety, including contractors and temporary workers
- Provide all employees with relevant safety training
- Create mechanisms to identify and reduce workplace risks
- Ask employees for feedback on safety performance
- Go beyond compliance to put a safety management system in place

### Employees should:

- Report injuries and illnesses, near misses and hazards immediately
- Volunteer for safety committees and assist in risk assessment activities by sharing their knowledge of the job, or offer safety suggestions and feedback
- Follow all company safety rules, procedures and protocols
- Ask for assistance if unsure about how to do a job safely

- Stop coworkers if they are putting themselves or others in danger
- Come to work rested and free of impairment from drugs, medications or alcohol
- Buckle seatbelts and drive distraction-free
- Report suspicious people and packages or harassing behavior

Safety never takes a break. We should strive to make each day a little safer, by continuously improving the systems in which we work.

When we all do our part, we can improve safety in our organizations by saving lives and preventing injuries.

### Equity in the Workplace

One critical part of the safety roles we all play is centered on equity in the workplace. Equity is the process of ensuring that programs and systems are impartial, fair and provide equal possible outcomes for every individual.

Occupational health inequities are avoidable differences in work-related disease incidence, mental illness, or morbidity and mortality that are closely linked with social, economic and/or environmental disadvantage.

Not all workers have the same risk of experiencing a work-related health problem, even when they have the same job.

It is the employer's role to make sure there are fair, equitable systems in place so we can all be safe at work.

