



What To Do When Co-Workers Act In An Unsafe Manner

Ensuring workplace safety is a collective responsibility that requires active participation from all employees. Unfortunately, instances arise where colleagues compromise safety by cutting corners, rushing through tasks, becoming distracted, or neglecting established safety protocols. A recent study highlighted a concerning statistic: only 40 percent of employees intervened when identifying safety concerns. This hesitation often stems from fears of encountering defensive or angry reactions from co-workers, or the belief that intervention may not yield any positive impact. While reluctance to act as a whistleblower is understandable, it remains essential to uphold safety standards for the well-being of oneself, colleagues, customers, clients, and the overall company. The following steps can be taken when observing unsafe behavior among co-workers:

IDENTIFY AND ADDRESS ROOT CAUSES

Safety violations typically stem from four primary factors. Understanding why co-workers deviate from safety standards is crucial for addressing underlying issues.

- 1. Personal Perception:** Encourage co-workers to prioritize safety by emphasizing its importance in preventing injuries and modeling responsible behavior.
- 2. Mental Lapses:** Gently remind co-workers who may be forgetful, preoccupied, or uncertain, and consider the impact of personal issues affecting their focus.
- 3. Abilities:** Provide insights into overcoming safety risks related to improper tools, unrealistic expectations, or other challenges.
- 4. Social Environment:** Counteract the pressure to conform by encouraging co-workers to make independent decisions for the greater good.

PRIVATE COMMUNICATION

When witnessing a co-worker violating safety procedures, engage with them in a private conversation. Approach the individual with kindness and understanding, avoiding accusations, and emphasize the importance of maintaining a safe work environment for everyone.

NOTIFICATION TO SUPERVISOR

If the co-worker persists in unsafe behavior despite private discussions, escalate the matter by informing your supervisor. Provide detailed information, including the offender's identity, dates, times, and specific incidents. This allows the supervisor to take appropriate actions, such as increased monitoring, more frequent safety discussions, or other interventions.

EXEMPLIFY SAFETY PRACTICES

Consistently model safety on the job site by wearing appropriate safety gear, remaining vigilant of surroundings, and using equipment correctly. Actively participate in safety meetings, taking them seriously, and encourage co-workers to do the same. Foster a workplace culture that prioritizes safety.

In conclusion, workplace safety is a collective effort that protects everyone, reducing the risk of injuries and illnesses. By actively intervening when safety violations are observed, employees contribute to maintaining a secure and healthy work environment.

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