

Establishing Safety as a Core Workplace Value Stakeholder Questions

Introduction

The Occupational Safety and Health Administration (OSHA) is initiating an effort to develop educational materials with information related to safety and health programs, including emergency preparedness and planning, as an integral part of a positive workplace safety culture. It will assist employers and other stakeholders who want to use industrial psychology techniques to augment organizational culture to be inclusive of safety. In addition, this effort aims to identify barriers and challenges for improving workplace safety and health culture including financial, social, behavioral, and more; describe the current range of workplace culture and make the connection to corresponding levels of workplace safety and health performance; define successful cultural strategies that reduce workplace injuries, illnesses, and fatalities *as well as* discovering those which do not; and identify any impediments and determining the best way to promote workplace culture. Ultimately, OSHA seeks to share the information it identifies with employers and other stakeholders to help establish a strong workplace safety culture.

OSHA is asking the public to comment on a series of questions to gather input on key issues. OSHA requests commenters provide as much detail as needed to ensure the agency fully understands their suggestions and perspectives.

How to submit written comments:

You may submit comments and attachments, identified by Docket No. OSHA-2023-0011, electronically at www.regulations.gov, which is the Federal e-Rulemaking Portal. Please submit all comments by November 30, 2023. Follow the online instructions for making electronic submissions.

Instructions: All submissions must include the agency's name and the docket number for this public comment process (Docket No. OSHA-2023-0011). All comments, including any personal information you provide, are placed in the public docket without change and may be made available online at www.regulations.gov. Therefore, OSHA cautions commenters about submitting information they do not want made available to the public or submitting materials that contain personal information (either about themselves or others), such as Social Security Numbers and birthdates.

Docket: To read or download comments or other material in the docket, go to Docket No. OSHA-2023-0011 at www.regulations.gov. All comments and submissions are listed in the www.regulations.gov index; however, some information (e.g., copyrighted material) is not publicly available to read or download through that website. All comments and submissions, including copyrighted material, are available for inspection through the OSHA Docket Office. Contact the OSHA Docket Office at 202-693-2350 (TTY number: 877-889-5627) for assistance in locating docket submissions.

Questions for the Public

Category 1: Workplace Values and Safety

The questions ask about workplace and personal values. Values are an important internal motivator for behaviors.

1. **Organization values** are used by an organization as guiding principles for decisions and actions towards an organization's goals, mission, and vision. Considering this definition, what would you say are your organization's values?
2. Are these values written somewhere, such as in policies, mission statements, employee manuals, or on your website?
 - a. **If written:** Where are they written and how are they referenced for decisions or trainings?
 - b. **If not written:** How does your organization show its employees what its values are?
3. Does your organization communicate safety and health in their values? If so, how?
 - a. **If no communication from organization:** Why do you think your organization does not communicate safety and health as a value? Were there communications in the past that have stopped?
4. Assuming safety and health is not a core value at your organization, how would you make safety a core value?
 - a. What policies or procedures would you need? Who would be involved?
5. What are your personal values related to workplace safety? How does this align with or differ from how your organization values safety?
6. Can you share an example of how you demonstrate that safety and health is an important value to you while at work?
7. Can you share an example of how your organization demonstrates that it values safety and health?
8. Is there anything that you would like to add about workplace values and safety that hasn't been discussed?

Category 2: Safety and Health in Practice

The questions aim to learn what workplaces are and are not doing for safety and health. Learning what they are not doing and why will provide the deterrents to overcome for behavior change to take hold.

1. Does your organization promote safety and health in the workplace? If so, how?
 - a. How often do these occur?
2. Does your organization recognize or award safety and health in your workplace? If so, how?
 - a. **If yes:** What are your opinions of this recognition? Probes: Is it encouraging or supportive? If so, why? If not, why?
 - i. What would make these recognitions better?
 - b. **If no:** Why do you think your organization does not?
3. Depending on how long you have been at your current organization, can you speak to how your organization's safety and health needs have shifted over time?
 - a. If you were with this organization during the Covid-19 pandemic, how did that shift your organization's safety and health needs?
4. What types of safety and health issues are most pressing in the areas you work in? Why?
5. If you needed assistance internally with a question or issue about workplace safety and health, who do you go to?
6. If you needed external assistance about safety and health issues, where do you go?
7. Is there anything that you would like to add that hasn't been discussed?

Category 3: Safety as a Core Value Messaging and Tools

From the analysis of all this information, in addition to the information about messaging and communication channels in category 3, OSHA will be able to craft messages that emphasize the motivators to encourage workplaces to adopt safety as a core value. Furthermore, with the information about deterrents to safety as a workplace value, messages can be crafted to better communicate OSHA's safety and health program assistance or fill in gaps where there is not assistance available.

1. What are trusted sources of information at your workplace for news and updates? How is information shared within your workplace?
 - a. What are other sources of trusted information for your **industry**?
 - b. If you were in a safety-related role during the Covid-19 pandemic, where did you turn to find information and guidance for your workplace?
2. If you had important information you wanted to send to colleagues in your industry, how would you send it? What tools/methods/communication channels?
 - a. Would you choose different methods if you were sending it to your network or trying to cast a wider net to people you don't already network with? What would those be?
3. Have you used any of OSHA's Safety and Health program resources? If so, which ones?
 - a. What did you find valuable about them? What was missing or could be improved?