

# The Pennsylvania State University

## Philosophy of Safety

The success of The Pennsylvania State University in managing safety is a reflection of a 6-point safety program. While each location and work unit at Penn State is responsible for their own safety efforts, they are all basing those programs and systems on a common safety philosophy. These principles have provided the direction to thousands of safety activities and initiatives at Penn State locations for over thirty years. We share them with you in hopes that they will help shape your safety initiative into an even more successful program.

### 1. **Let No Harm Be Done!**

People who work in our buildings or visit our campus should go home in the same or better condition than when they arrived.

### 2. **Management Support**

Management, from the top of the organization to the first-line supervisors, is responsible and accountable for preventing injuries, illnesses and adverse health and safety impacts. One of management's fundamental responsibilities is to maintain a safe work environment by monitoring and exercising control over their assigned areas, by ensuring that health and safety responsibilities are carried out, and providing the resources to make the safety program work.

### 3. **Education**

Safety education is essential. Awareness of safety does not always come naturally and employees must be trained to work safely. Effective training programs must teach, motivate and sustain safety knowledge so that safe practices are integrated seamlessly into everything we do.

### 4. **Involvement**

Everyone at Penn State has a role in safety and must be directly involved to make it work. While management's role is critical, everyone must be connected to and have a personal value in safety.

Safety must be a core University and personal value. Each member of the University must have a personal value for their own safety and the safety of people they work with, as they are concerned about the safety of others.

Communication is a key element in the effective implementation of any health and safety program.

### 5. **Prevention and Correction**

We can control all hazards and prevent accidents. Prevention is the key to safety. The most effective way to control hazards is to eliminate the source. When this is not reasonable or practical, management and supervisors involved must implement measures such as specialized training, safety devices and protective equipment.

Safety deficiencies are corrected as soon as they are identified, as found by audits, investigations, or through the normal course of work. Prompt action is required to eliminate the hazard and to reinforce the message that safety is a priority.

### 6. **Oversight**

Regular oversight of work areas is essential to assess the safety program success and to help identify weaknesses. Inspections of facilities and programs not only confirm their effectiveness in meeting goals; it also can detect specific problems and help to identify weaknesses.