



DEPARTMENT OF THE ARMY
U.S. ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON WEST POINT
681 HARDEE PLACE
WEST POINT, NY 10996

IMML-SO

11 July 2016

U.S. ARMY GARRISON WEST POINT POLICY # 50

SUBJECT: Garrison Commander's Safety Policy

1. REFERENCE. Army Regulation 385-10, The Army Safety Program, dated 4 October 2011.
2. PURPOSE. To communicate the Commander's policy in regard to the safety of the Garrison, its Soldiers, Civilian Employees, volunteers, customers and visitors.
3. APPLICABILITY. This policy applies to all personnel assigned to, or under the operational control of, the U.S. Army Garrison West Point.
4. POLICY.
 - a. The number one priority of the Garrison is ensuring the safety, health and well-being of the Garrison community, including all of our Soldiers, Civilian Employees, volunteers, residents and visitors, while accomplishing our mission. Fulfilling this responsibility is not a task that a commander can do alone. This obligation requires an effective safety team and a deep-seated culture of safety that umbrellas every aspect of this Garrison's mission.
 - b. The effectiveness of the safety culture determines the safety of the Garrison community. Everyone has an interest and a role in accident and injury prevention.
5. PROCEDURES.
 - a. Performance Standards. As a Garrison our ability to support the West Point community requires the best effort of every member of the Garrison team every single duty day. Preventing accidents and injuries is absolutely essential and requires the combined efforts of the entire Garrison team. Each member of the team plays a specific role in identifying and controlling hazards that could contribute to unnecessary accidents and injuries. To reinforce these roles all supervisory and operating personnel who direct or affect the actions of others will:
 - (1) Be held accountable for accidents and property damage occurring in operations under their direct supervision and control.

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(2) Counsel and take action as necessary with Soldiers or DA Civilians who fail to follow safety standards, rules and regulations (including the use of personal protective clothing and PPE) and seatbelts as set forth in the Occupational Safety and Health Act and Federal, Department of Defense, and Army regulations and pamphlets.

(3) Establish accountability for safety and occupational health through the performance evaluation system or performance counseling sessions.

(a) Garrison management officials will ensure that all supervisor's performance standards include the obligation to provide their employees a workplace free from recognized hazards that can cause injuries or damage equipment or facilities.

(b) Supervisors/raters of all other Soldiers or Civilian Employees will include a review of applicable safety and occupational health workplace standards in the periodic performance counseling of their subordinates to reinforce compliance with applicable safety and occupational health standards.

(4) Supervisors of all Military or Civilian personnel will inform their subordinates of the right to report unsafe and unhealthful working conditions to their chain of leadership, Safety Office, or the Occupational Safety and Health Administration (OSHA) during their initial and mid-point performance review.

b. Reprisal. Our Garrison safety culture must encourage the participation of every member of the Garrison team in accident prevention without any fear of reprisal. Supervisors must foster a workplace environment where anyone who sees something hazardous, can say something before an accident or injury occurs, without fear of reprisal. Any redress for speaking up in these situations can deter people from performing this vital role in our accident and injury prevention efforts, and is prohibited by Army regulation.

c. Training. Training and awareness of safety standards is an essential component of our safety culture. Supervisors are responsible for identifying appropriate safety training required for their subordinates, ensuring they attend required safety training, and maintain training records for each employee. Much of this training is provided through the Safety Office, but supervisors also share responsibility for providing safety training for any hazards unique to their workplace.

d. Accident Reporting. When accidents or injuries do occur it is everyone's obligation to ensure these are immediately reported and thoroughly investigated for the sole purpose of preventing the next accident or injury. It must be stressed that the only

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purpose of accident and injury safety investigations is prevention, and never any form of punishment. Supervisors are prohibited from using accident and injury reports as the basis for any disciplinary action. This prohibition serves to encourage people to step forward and contribute to these investigations, thereby increasing their effectiveness in preventing the next accident or injury.

6. POINT OF CONTACT. The point of contact for this policy is the Garrison Safety Manager, at (845) 938- 6129.

A handwritten signature in black ink, appearing to read 'ASH', with a long horizontal line extending to the right.

ANDREW S. HANSON
COL, SF
Commanding