

# Consequences of Safety Violations

## 1. **Verbal Warning:**

Objective: To address minor infractions and/or first-time offenses.

Consequences:

- Verbal reminder of safety protocols.
- Verbal reminder of potential consequences for repeated violations.

## 2. **Written Warning:**

Objective: To address major infractions and repeated offenses.

Consequences:

- Written warning filed with HR.
- Notification sent to PI.
- Verbal reminder of safety protocols.
- Verbal reminder of potential consequences for repeated violations.

## 3. **Written Warning & Training or Education Requirement:**

Objective: Reinforce proper safety protocols and enhance understanding following a repeated safety violation.

Consequences:

- Written warning filed with HR.
- Notification sent to PI.
- Mandatory attendance in additional safety training sessions.
- Completion of relevant educational programs focused on safety measures.
- Assessment of comprehension to ensure knowledge retention.

## 4. **Suspension:**

Objective: Address severe breaches posing significant risks or repeated violations.

Consequences:

- Temporary suspension from lab access or related activities.
- Thorough investigation conducted during the suspension period.
- Prevention of further safety hazards by restricting access.
- Evaluation of the individual's understanding of safety policies before reinstatement.

## 5. **Probation:**

Objective: Monitor and assess an individual's commitment to safety after suspension.

Consequences:

- Probationary period with heightened scrutiny of adherence to safety protocols.
- Regular check-ins and evaluations to ensure compliance.
- Failure to meet probationary requirements may lead to more severe consequences.

## 6. **Loss of Privileges:**

Objective: Target specific activities or access points where safety violations occurred.

Consequences:



- Removal of certain privileges or responsibilities related to safety-sensitive areas.
- Restricted access to specific equipment or locations.
- Gradual reinstatement of privileges based on demonstrated commitment to safety.