CONSTRUCTION SAFETY
CONSCIOUSNESS | ALIGNMENT | RESPECT | EMPOWERMENT

Toolbox Talk

		Date	Project	Contractor
Topic	Empowerment - Bullying/Hazing			

Instructions: Hold the guide with this side facing you and the other side facing your crew. The read the story.

Picture yourself as a new apprentice, eager to embark on a career in the industry. You're thrilled to be a part of the crew ready to learn and grow. But it doesn't take long for the excitement to fade.

After your first week, the crew starts off with some subtle but demeaning behaviors directed at you. They call it "initiation" and "light-hearted teasing," but it doesn't feel light-hearted at all. They constantly make fun of your lack of experience, belittle your skills, and even sabotage your work. It's as if they're determined to humiliate you, and this degrading treatment extends beyond the job site. You find out they've been texting each other about you and have even started commenting with demeaning things on your social media accounts.

This situation starts taking a toll on your self-esteem and mental well-being. You begin to dread coming to work, and the fulfillment from the work begins to fade. You start missing days and avoiding the areas where the crew is working.

One day, after you ate lunch away from the crew, a superintendent asks where you've been. You mention that you like to eat lunch alone. They take the time to talk to you about why you haven't been engaged with your crew and express concern for your performance.

You reveal that you feel like the crew hates you and would be better off if you weren't on the job. You talk about how they've treated you and how it's made you feel. The Superintendent hears you out and assures you that their behavior is not the norm and will not be tolerated on this job site.

The Superintendent talks with the Crew Leader about the situation and makes sure that they rest of the crew is disciplined. They ask your employer to put you on another crew working elsewhere on site. Finally, they give you some advice on how to report future incidents.

Lessons Learned - What went well? What improvements can be made?

Zero Tolerance: The Superintendent quickly handled the report of bullying and put the apprentice is a safer environment

Impact on Productivity: Hazing and bullying destroy culture and mean crew members won't contribute to their fullest

Reporting Mechanisms: The Superintendent and Crew Leader handled the situation promptly

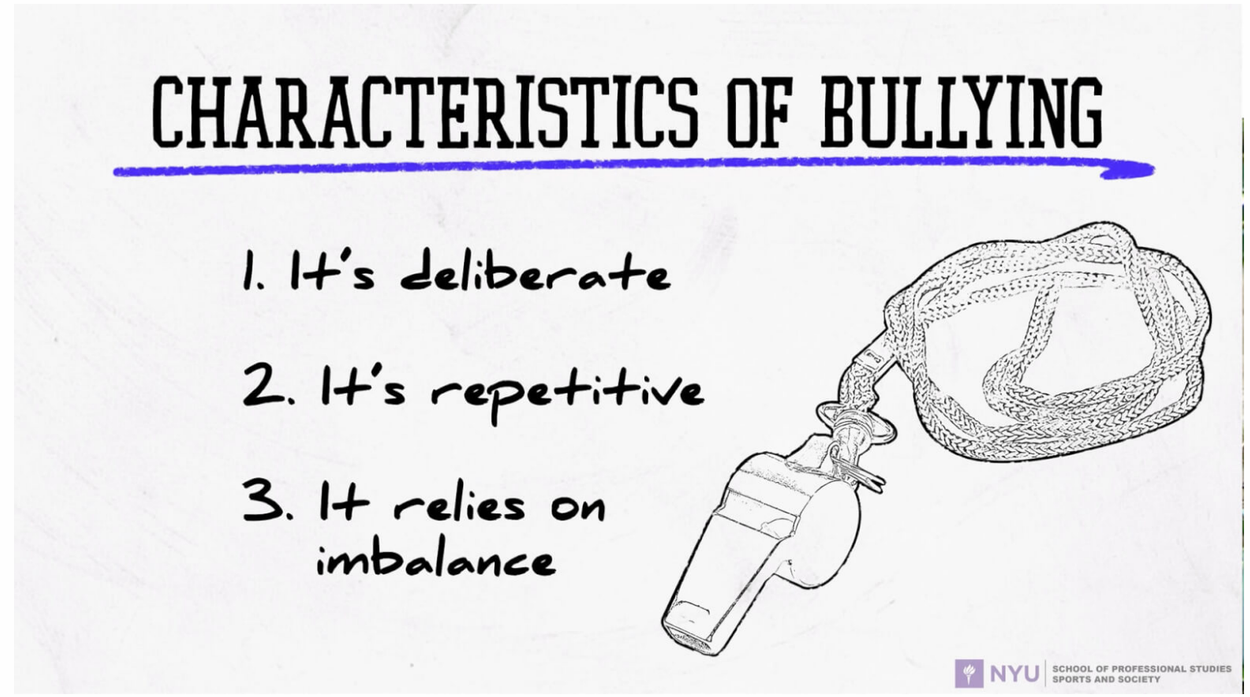
ASK: "Does anyone have ideas or comments to share?" Pause for discussion. END WITH ACTION PLAN (ideas for what to ask or say).

- Be Aware: Understand the difference between team building and hazing.
- Speak Up: Don't stand by to bullying or hazing, speak out or speak to your supervisor
- Promote Respect: Lead by example by not engaging in or promoting bullying make an effort to include those who might feel like outsiders.

Participation acknowledgement

Print Name	Sign Name	Print Name	Sign Name

CONSTRUCTION SAFETY
CONSCIOUSNESS | ALIGNMENT | RESPECT | EMPOWERMENT



CARE Construction Safety Leaders

CONSTRUCTION SAFETY

DIMEO · MORIARTY · LEE KENNEDY · ERLAND. · DELLBROOK JKS · SHAWMUT · CORDERMAN & COMPANY · BOND Building · W.T. RICH COMPANY · NEI · ASTRUS · construction risk partners · Milwaukee · PepTalk · R.G. MEARN CO., INC. CONTRACTOR TOOLS - SAFETY SUPPLIES