

Glen Canyon National Recreation Area Rainbow Bridge National Monument

Volunteer Safety Commitment

- Our volunteers are our most important assets.
- The health and safety of all volunteers and visitors is our paramount priority in which no other consideration takes precedence.
- Each of us has a personal responsibility to prevent accidents. While they may never be totally eliminated, no accident is acceptable.
- Performing job tasks safely is a condition of employment.
- If I cannot perform a job safely I will wait and ask for assistance.
- Management will provide a safe and healthy work environment.
- I will actively participate in the park safety program.
- I will wear all required and appropriate personal protective equipment for the task being performed.
- Supervisors and managers will ensure that volunteers understand and implement Operational Leadership principals.
- Supervisors will ensure that all volunteers are provided a copy of this contract and are familiar with the Park Safety and Health Program.
- I will practice Rickover's Seven Rules of Safety.
- I will not engage in any activity where the reward is not greater than the risk.
- I have reviewed and understand the Job Hazard Analysis. I have discussed any limiting factors requiring reasonable accommodations with my supervisor.

Our signatures below confirm that we have discussed and agree to promote and follow this contract.

Volunteer Signature

Date

Supervisor Signature

Date

Rickover's Seven Rules of Safety

Risk is all around us. Employees who understand this critical fact realize that they can take positive steps to avoid negative consequences. However, these steps do not come easily. Changing an organization's culture to balance safety with profit is hard work, according to Gordon Graham, a business consultant and former police officer who now lectures internationally on risk management. Graham endorses Admiral Hyman G. Rickover's "Seven Rules of Success" and applies them to safety. Rickover served 64 years in the United States Navy and is known as the father of the nuclear Navy.

1. Practice continuous improvement

Rise above the minimum standard. Measure your results, and then strive to improve them to the next best measurement, and so on. Never accept the status quo.

2. Hire smart people

People running complex systems must be highly competent. That sounds like a no-brainer, doesn't it? Yet how many organizations fail to fire employees during their probationary period thinking, "Oh, maybe they'll improve"? They won't. If they can't do the job, and do it safely, there are others who can. In a 1973 speech, Rickover said, "Theories of management don't much matter. Endeavors succeed or fail because of the people involved. Only by attracting the best people will you accomplish great deeds."

3. Establish quality supervision

"Show me a tragedy and I'll show you poor supervision," according to Graham. "Many people who call themselves supervisors never make the transition from buddy to boss." You cannot be both an employee's friend and his or her supervisor, Graham believes.

4. Have a healthy respect for the dangers you face

Many people lack respect for risk or fail to understand the dangers that they face. They tend to overestimate their risks from events that pose little danger or are unlikely to occur and underestimate the risks that matter. We must educate employees about the risks they face in the workplace and work to eliminate them.

5. Every day is a training day

This fact cannot be overemphasized as our employment pool ages and our memories grow shorter. Yet why are training funds one of the first whacks under the budget ax? Go through every job description to determine the risks, and then train to those risks. Never expect an employee who performs a task infrequently to do so safely.

6. Audit, control, and inspect

Auditing is not micromanagement, Graham insists. Rules without enforcement are useless, as are safety systems without implementation. The most advanced fall protection system will not work if workers fail to wear it. Admiral Rickover refused to delegate the audit process and, because of this and his obsession with safety, is credited with the Navy's record of zero nuclear accidents. If in doubt, assume the worst as Rickover did if he could not verify that a submarine's construction met with the appropriate standards and he insisted on a tear-down. While Rickover was widely disliked for his persistence and attitude, the Navy's safety record was unblemished under his management.

7. Learn from past mistakes

"There are no new ways to get in trouble, only new ways to stay out of trouble. Most organizations keep repeating the same mistakes," Graham says. "A basic rule is 'there's always a better way'" and organizations should learn from errors to avoid repeating them. "Predictable is preventable. If it's identifiable, it is manageable," according to Graham.

Accidents don't just happen; they are either a lack of a system to prevent the occurrence or a system failure. Taking Rickover's seven steps, which with some minor modifications are still in use in today's nuclear Navy, organizations can work toward a culture of zero accidents and injuries.

JOB HAZARD ANALYSIS

Glen Canyon National Recreation Area and Rainbow Bridge National Monument

Graffiti Removal	Conducted: Reassessed:
Required safety equipment: <ul style="list-style-type: none"> ▶ water and food ▶ sunscreen ▶ hat ▶ sunglasses ▶ appropriate footwear ▶ gloves ▶ wire brushes ▶ spray bottles ▶ eye protection ▶ hard hat (under certain conditions) ▶ radio ▶ all-weather clothing 	
Potential hazards	Safety controls
Hot/Cold Weather Injuries	<ul style="list-style-type: none"> ▶ Drink plenty of water and eat nutritious foods. ▶ Wear a hat and seek shade when you get warm or flushed. ▶ Wet your head or body if you get overheated. ▶ Wear appropriate clothing for the time of year. ▶ Avoid direct sun exposure by wearing sunscreen, a hat, and/or choosing shady work places as much as possible. ▶ Seek shelter when weather is foul.
Weather-related hazards (storms and lightning)	<ul style="list-style-type: none"> ▶ Watch for weather changes. ▶ Monitor the radio for weather alerts. ▶ Seek shelter indoors during lightning storms. ▶ Always pack rain gear.
Using hand tools	<ul style="list-style-type: none"> ▶ Wear leather or other heavy gloves. ▶ Keep tools sharp and in good condition. ▶ Use the appropriate tool for the appropriate job. ▶ Keep your focus on the tool. Don't get distracted.
Eye Damage	<ul style="list-style-type: none"> ▶ Always wear appropriate, approved eye protection. ▶ Make sure others in close proximity are also wearing eye protection.
Falling Objects	<ul style="list-style-type: none"> ▶ In areas where falling rocks may be a hazard wear an approved hard hat. ▶ Have someone in your group act as lookout. ▶ If the threat is too significant, move to a safer area.
Boat Travel/Boat Camping	<ul style="list-style-type: none"> ▶ Receive proper boat orientation prior to starting the trip. Make sure you know where all safety devices and equipment are located and how to use them. ▶ Be cognizant of the smaller spaces on boats. Watch your footing on stairs and ladders. Do not move about on a boat in the dark. ▶ Always wear a life jacket when travelling in an open vessel. ▶ Find a secure seat and wear your life jacket during rough weather.
Walking on Uneven Terrain	<ul style="list-style-type: none"> ▶ Make sure you have the appropriate footwear for the terrain. ▶ It may be helpful to use a walking staff or hiking stick in certain conditions. ▶ Move slowly and keep your focus on the ground in front of you.