SAFETY POSTER

Behavior-based safety

1. **Know what behavior-based safety is**
   Behavior-based safety, or BBS, looks at what people actually do on the job, not just what the rules say.
2. **Start with what went right**
3. **Talk about the risk, not the person**
   If you see a risky action, say what you saw and why it worries you, then ask what got in the way of doing it safely.
4. **Fix the cause, not just the habit** 29 CFR 1926.20(b)(3)
   Risky behavior often has a reason behind it, like a missing guardrail, a broken tool or a schedule that rewards shortcuts.
5. **Keep injury reporting open** 29 CFR 1904.35(b)(1)(iv)
   BBS only works if people speak up about injuries and close calls, so reward safe work and reporting, not a clean injury log.

DO

Watch the work, praise what is safe, ask why when it is not, and fix the cause instead of blaming the person.

DON'T

Keep names off observation cards, and never use an observation to discipline someone.

CARTEL DE SEGURIDAD

Seguridad basada en el comportamiento

1. **Sepan qué es la seguridad basada en el comportamiento**
2. **Empiecen por lo que salió bien**
3. **Hablen del riesgo, no de la persona**
4. **Corrijan la causa, no solo la costumbre** 29 CFR 1926.20(b)(3)
5. **Que la gente reporte las lesiones sin miedo** 29 CFR 1904.35(b)(1)(iv)

HAGAN ESTO

Observen el trabajo, reconozcan lo que se hace de forma segura, pregunten por qué cuando no es así, y corrijan la causa en vez de echarle la culpa a la persona.

NO HAGAN ESTO

No pongan nombres en las tarjetas de observación, y nunca usen una observación para castigar a alguien.

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