



**What Would YOU Do?: Worrying About Co-Workers' Non-Compliance with Company Policy**

Evelyn had only been working for Freedom Logistics and Warehousing for a few months when she noticed that her coworkers were routinely not following company procedures regarding lockout-tagouts (LOTO). Employees had been trained that whenever they “tagged” a piece of machinery with a bright red device in order to repair it or do maintenance work on it, that same employee was the only person who could untag it. On three separate occasions when Evelyn asked who she should contact about untagging a piece of equipment, one of her coworkers would simply untag the piece themselves.

When she asked another coworker, Joshua, about it he pulled her to the side. “Management wants us to follow strict rules about lockout-tagouts but we’re such a small group that we all know who is working on what. If we had to track down the exact person who tagged a device every time we needed to untag it we wouldn’t get anything done! We may not be doing it exactly the way management wants but no one is getting hurt, we’re just saving time. It’s just easier all the way around.”

Disturbed by her conversation with Joshua, Evelyn went home that night and reviewed the company’s workplace policy manual. She realized that if she went along with the way the crew was working she was violating an OSHA policy and that her own job could be in jeopardy. She could also be held liable if someone did get hurt as a result of not following the policy and she hadn’t come forward to let management know the process wasn’t being followed.

Evelyn tossed and turned. She wanted to do the right thing and follow company policy but she knew that by going over her supervisor’s head and telling management, she might keep her job but would lose the trust of her coworkers. What do you think Evelyn should do? Why?

**Sources:**

"Lockout/Tagout Fact Sheet." *U.S. Department of Labor Occupational Safety and Health Administration (OSHA)*. 2002. Web. 20 May 2014.

