



# Weekly Safety Tip

Head Protection

Update

The Occupational Safety and Health Administration has numerous OSHA regulations addressing head protection for PPE – Personal Protective Equipment.



**29 CFR 1910.135: General Industry** says you must require employees to wear protective helmets in areas where there is a risk of impact to, or penetration of, the head.

**29 CFR 1926.100 Construction** specifically refers to head protection requirements for workers in construction, demolition, and renovation

Also, **Maritime** OSHA regulations for **Shipyards** at **29 CFR 1915.55**; **Marine Terminals** at **29 CFR 1917.93**; and **Longshoring** at **29 CFR 1918.103**

OSHA standards require employers to provide head protection that meets one of various versions of the American National Standards Institute (ANSI) consensus standard **Z89.1** (2019 back to 1997).

ANSI Z89.1 defines two types of hard hats and three classes based on the level of electrical hazard protection provided. **Type 1** protects the top of the head and is commonly used in the U.S., while **Type II** protects the top and sides of the head.

The classes of hard hats are:

- Class **G (General)**, rated for 2,200 volts
- Class **E (Electrical)**, rated for 20,000 volts
- Class **C (Conductive)**, does not offer electrical protection

*Why some (mainly construction) are switching from traditional hard hats to safety helmets ?*



### Safety Helmets for OSHA

After a general Job Hazard Analysis of its work and a thorough evaluation of head protection options, **OSHA determined Type II, Class G safety helmets were the most appropriate form of head protection for its employees.** Regardless, the Agency recognizes that based on their own Job Hazard Analysis, employers and workers may decide that another form of head protection is for them.

# Understanding Empathy



## A PSYCHOLOGICAL SAFETY MOMENT

### Understanding Empathy

In business, we often focus on improving innovation, employee retention, and productivity by seeking solutions elsewhere.

According to the 2023 Ernst & Young survey, **mutual empathy between leaders and employees leads to increases in:**

- Efficiency (88%)
- Creativity (87%)
- Job Satisfaction (87%)
- Idea Sharing (86%)
- Innovation (85%)

### UNDERSTANDING EMPATHY MASTERSHEET

#### WHAT EMPATHY ACTUALLY IS

Empathy is the ability to understand and share the feelings of another person. Empathy is crucial for building strong interpersonal relationships, fostering communication, and creating supportive environments.

- Sensing other people's emotions.
- Imagine what someone is thinking.
- Understanding another person's feelings
- Imagining how someone is feeling
- Seeing things from another point of view
- Mirroring someone's feelings

#### TYPES OF EMPATHY

**Cognitive Empathy**  
The ability to understand someone else's perspective or mental state.

**Emotional Empathy**  
The ability to physically feel what another person feels.

**Compassionate Empathy**  
The ability to understand and share someone's feelings and being moved to help.

#### GUIDE TO DEVELOPING EMPATHY

**4**  
Respond with kindness and support, offering help or comfort where needed.

**1**  
Pay full attention to the speaker, showing interest and avoiding interruptions.

**2**  
Try to see the situation from the other person's point of view.

**3**  
Tune into the emotions being expressed and reflect on similar experiences you've had.

#### STRATEGIES & BARRIERS TO EMPATHY

**STRATEGIES**

- Practice mindfulness.
- Engage in regular self-reflection.
- Participate in empathy training programs or workshops.
- Read literature and explore diverse human experiences

#### EMPATHY IN WORKPLACE

By understanding and valuing the emotions and needs of customers, employees, and other stakeholders, businesses can create stronger relationships, foster innovation, and build a positive brand reputation.

#### EMPATHY DOS/DON'TS

DOs	DON'Ts
Use open-ended questions.	Don't compare their experiences to yours.
Be present in the moments.	Don't try to fix their problems immediately.
Do offer support and help.	Don't offer unsolicited advice.
Do validate the other person's feelings.	Don't dismiss the other person's feelings.
Do actively listen and show genuine interest.	Don't interrupt or judge.

Share Source: Asim Khaliq

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