



# DECEMBER 2021

## ASSP GULF COAST CHAPTER

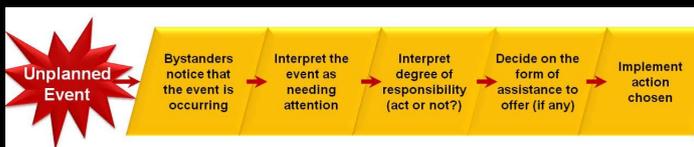
MONTHLY NEWSLETTER

### Stop Work and the Bystander Effect

Angel Simmons - Senior Consultant

"Help! HELP!" Who will answer the call? Numerous studies have shown that the more people who hear a distress call, the less likely each individual is to provide assistance. This phenomenon, known as the Bystander Effect or bystander apathy, is reflected in many shockingly violent and tragic examples.

There are five cognitive and behavioral processes that bystanders go through after the triggering event:



The Bystander Effect, first duplicated in research famously conducted by John Darley and Bibb Latané in 1968, has unfortunately been demonstrated many times clinically and in the world at large (continued on Page 3).

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## Upcoming Meetings & Events

### Gulf Coast Chapter December Meeting

Thursday, December 2, 2021 @ 11:00-1:00 pm CST

Location: Houston Marriot South & Virtual Zoom Meeting

Topic: Bridging the Gap with Critical Thinking – Confined Space Entry

Speaker: Rebecca Bedell, CSP

### Energy Corridor Section December Social

Friday, December 3, 2021 @ 5:00-9:00 pm CST

Location: Fadi's Mediterranean Grill

21792 Katy Freeway, Katy, Texas, 77449, United States

### Gulf Coast Social December Social

Wednesday, December 8, 2021 @ 3:00-7:00 pm CST

Location: Cadillac Bar

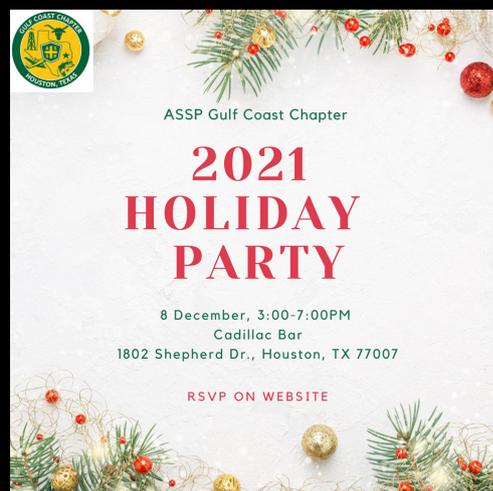
1802 Shepherd Dr., Houston, TX 77007



Register today to gain access to all events during the Ex4OSH 2021 Virtual Conference, December 9-11, 2021!

<https://sph.uth.edu/research/centers/swcoeh/Ex4OSH/>

Got Questions?  
Contact Us  
Gulf Coast Chapter  
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Research examining causes of the Bystander Effect continues. Some of the commonly accepted factors include the bystanders' decisions on determining if the event is an emergency, whether or not assistance is needed, and if assistance can be safely provided. Other factors that influence the bystanders' actions are:

- The number of people in the bystander group;
- Each bystander's understanding of the situation and environment;
- Whether or not they have an established relationship with any of the parties involved;
- Their feelings on where they fit within the group dynamic.

There are parallels between the Bystander Effect and Stop Work Authority / Responsibility as it is commonly implemented in the workplace. Stop Work is a management program created to empower and engage employees to intervene when they see unsafe conditions or behaviors.

Unfortunately, Stop Work has proved difficult to successfully implement, even though it is a regulatory requirement in many countries and despite the soundness of the principles behind it. Those few organizations that have successfully implemented Stop Work should congratulate themselves!

In both Stop Work and bystander situations, people are more likely to take action if they perceive that: 1) the situation requires action, 2) they have the authority to take action, 3) they are the most appropriate person to act in the given situation, 4) there will be no negative repercussions for their actions, and especially, 5) they will be appreciated, or even rewarded, for their action(s).

Employers can influence these factors by providing adequate and appropriate training on the Stop Work procedure, ensuring that employees have the appropriate degree of competency specific to their jobs, and demonstrating management commitment. This might mean providing, at least in the short term, a reinforcement program related to encouraging Stop Work activities; for instance, individual and work group recognition for its use and positive discussions about the actions taken and unplanned events prevented.

{Insert Venn.jpg} Organizations must avoid incentive programs that have traditionally been shown to encourage employees to hide problems within the workplace, such as rewards for the number of hours/days/weeks since the last injury/recordable/lost time event. Such schemes send a mixed message to employees. Reducing ambiguity increases the likelihood that employees will decide to intervene when appropriate.



The banner features a green map of Texas on the left with the ASSP logo (a shield with 'A', 'S', 'S', 'P' and a cross) overlaid. To the right of the map, the text reads 'REGION III' and 'AMERICAN SOCIETY OF SAFETY PROFESSIONALS'. The main title '2022 Region III ASSP Professional Development Conference' is in large, bold, green letters with a white outline. Below the title, the dates 'August 29 - August 31, 2022' and the location 'San Antonio Marriott Riverwalk San Antonio, Texas' are also in large, bold, green letters with a white outline. The background of the banner is a cityscape of San Antonio under a blue sky with clouds.

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