

Hawk Energy, LLC	Activity: ALL WORK Horseplay/Pranks		Doc No:	HAZ-ID
			Initial Issue Date	12/12/2024
			Revision Date:	12/12/2024
HAZARD IDENTIFICATION AND ASSESSMENT			Revision No.	1
			Next Revision Date:	12/11/2024
Preparation: Kirk Duncan	Authority: David Slim	Issuing Dept: Safety	Page:	1 of 4

Purpose

- **Horseplay / Pranks**

Key Responsibilities

- Stay on task in the work environment
- Supervisors / Leads are required to ensure all employees know that horseplay and pranks are not acceptable in the workplace.
- Hawk Energy, LLC. Employees are required to stay on task and focus at the job at hand while in the workplace.

Hazard and Risk Identification

- Horse Play and fooling around are the opposites of safe, responsible work
 - Horseplay means rough fun
 - Fooling around means doing foolish, useless things
 - Fool is a person with little or no judgement or common sense
- Workplace Rules ban horseplay because it's dangerous
 - When you're fooling around, you're not concentrating on your work
 - Directing your horseplay at others is even more dangerous, They're not expecting the distraction and could easily have an accident such as falling into a moving machine parts, slipping on the ground, or dropping a tool.
 - Giving less than full concentration and attention to safety procedures makes you less likely to notice or account for hazards until it may be too late.
 - Most accidents are caused by unsafe acts – and horseplay itself is an unsafe act
- Horseplay Creates unnecessary Risks
 - Running, chasing, or pushing can cause slips, trips, falls and other accidents. You may:
 - Not notice spills or items lying on the ground
 - Crash into, or push someone else into, heavy equipment or moving parts
 - Knock boxes or materials onto a person
 - Knock over open containers of hazardous substances
 - Throwing tools is a frequent cause of injuries. They may:
 - Stab someone with a sharp edge
 - Hit someone in the head, eye, foot, etc. And cause an injury
 - Fall from a height and hit a person below with tremendous impact

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- Fooling around with PPE can damage it and expose you or another worker to a hazardous substance
- Pushing, teasing, or otherwise distracting people working could cause pinch points or other injuries
- Practical jokes like “hiding” someone’s PPE are not funny they’re dangerous
- Take your job, your responsibilities and safety seriously
 - You’re responsible for performing your job correctly, which includes safely
 - Safety rules and procedures are designed to protect you
 - Everyone must follow safety rules
 - Failure to follow the rules is dangerous for you and for others
 - Horseplay and other safety rule violations can lead to disciplinary action
 - Don’t indulge in horseplay or accuse those who won’t go along of having “ No sense of humor”
 - Think how bad you would feel if your horseplay injured or sickened someone else
 - Don’t allow other people to engage you in horseplay

Risk Assessment

Hazards are classified and ranked based on severity. The program identifies hazards are classified/prioritized and addressed based on the risk associated with the task. (See the risk analysis matrix outlining severity and probability).

Horseplay often occurs between younger, less experienced employees.



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Hawk Energy, LLC. RISK ASSESSMENT MATRIX – HORSE PLAY / PRANKS

CONSEQUENCE					PROBABILITY				
Severity	People	Assets	Environment	Reputation	A	B	C	D	E
					Not Done	Rarely	Once a week	Several Times in a Week	Multiple Times in a Day
0	No health effect	No damage	No effect	No impact		X			
1	Slight health effect	Slight damage	Slight effect	Slight impact		X			
2	Minor health effect	Minor damage	Minor effect	Limited impact		X			
3	Major health effect	Localized damage	Localized effect	Considerable impact	X				
4	Single fatality	Major damage	Major effect	National impact	X				
5	Multiple fatalities	Extensive damage	Massive effect	Global impact	X				

Key	Manage for continuous improvement (Low)	Incorporate risk reduction measures (Medium)	Intolerable (High)
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Risk Controls/Methods to Ensure Identified Hazards Are Addressed and Mitigated

The following describes how identified hazards are addressed and mitigated:

- How Can You Prevent Horseplay in the Workplace?
 - 1. Don't play into horseplay. Don't initiate it. Don't get pressured into participating in it
 - 2. Educate employees on Workplace Safety.
 - 3. Reinforce Standards of Conduct Policy.
 - 4. Avoid being distracted at work.
 - 5. If you see someone behaving in an unprofessional or unsafe way at work, report it to a supervisor.
 - 6. Follow instructions and obey the safety rules designed for your protection.
- Employee Responsibility
 - 1. Do not engage or participate in any type of unsafe behavior or acts.
 - 2. Follow all regulations and work rules to ensure the safety of individuals or other employees.

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- 3. Ensure protective equipment is used properly and operating machinery is in good repair and does not present a hazard to employees
- Supervisors and Management Responsibility
 - 1. Provide a safe and healthy work environment for all employees.
 - 2. Take all precautions necessary to protect the safety and health of employees.
 - 3. Ensure that employees understand and follow company operating practices and safety procedures.

JSA Sample

The following describes how identified hazards are addressed and mitigated:

Basic Job Step	Potential Injury or Hazards	Mitigation / Tools
Working with Co-Workers	Horseplay can lead to injuries	Pay attention to your job at hand. Don't play around and get each other hurt

Other Info

