

Worksite: _____ Instructor: _____ Date/Time: _____

Topic C445: Horseplay

Introduction: A Long Island man was charged with criminally negligent homicide for the death of a co-worker on a Queens construction site. Both men were employees of an electrical contractor in Forest Hills. According to the article in Newsday, the employee who died was on the forks of a forklift being driven by the employee who was charged with murder. The dead employee was hit by a piece of concrete in the chest. Police sources indicate that the employees may have been engaged in "horseplay". Many jurisdictions would have chalked it up as only a tragic accident. However, accidents on work sites are a major problem and the insurance industry is actively pushing for criminal charges in these incidents.

A security guard on a construction site in Santa Clara was making his rounds in a golf cart. A co-worker challenged him to a race and they started down a hill. The golf cart rolled over on a turn, throwing the guard out. He suffered a painful broken pelvis and severe back sprain. Although most of us like to have fun, there is no place for horseplay on a construction site. When horse-play gets started on the job, it often ends up with someone getting injured.

Horseplay Facts:

- Employees can be subjected to criminal prosecution if their horseplay results in a serious injury or death.
- "Clowning around" on the job often creates an unsafe work environment for all workers.
- Recklessness is a leading cause of "freak" or senseless accidents on the work site.
- Even though industrial injuries resulting from horseplay are not covered by workers' comp, they could become valid claims if the supervisor/manager condones or encourages horseplay.

Use common sense and act professionally. Do not initiate confrontation by teasing or making fun of another worker.

Employer's Responsibility

- Make sure all employees know what the rules of behavior are on your job site.
- Inform employees of the disciplinary consequences of engaging in horseplay on the job.
- Emphasize "zero tolerance" for practical jokes on the job site.
- Let employees know that the time and place for jokes is away from the work area.

Worker's Responsibility

- Do not encourage or provide an audience for "lookers."
- Never initiate, encourage or participate in horseplay, or practical jokes
- Use common sense and act professionally. Do not initiate confrontation by teasing or making fun of another worker.

Conclusion: Horseplay and practical jokes are never appropriate on the job. Is a coworker's safety worth your entertainment? Is your safety worth someone else's entertainment? Do not ever take a chance on the job to show someone else up. The results are usually negative, and often lead to injury, and tragically, sometimes even death.

Employee Attendance: (Names or signatures of personnel who are attending this meeting)

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
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