NASA **SAFETY**CULTURE...

REPORTING

JUST

ENGAGED

FLEXIBLE

LEARNING

REPORTING

JUST

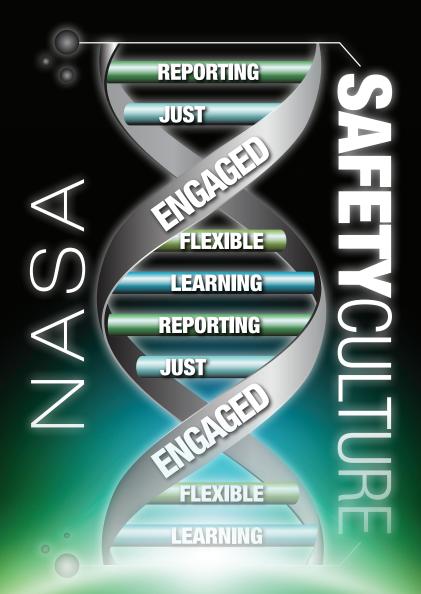ENGAGED

FLEXIBLE

LEARNING

NASA

SAFETYCULTURE

NASA **SAFETY**CULTURE...It's in our DNA

***NASA SAFETY CULTURE IS** "THE VALUE PLACED ON SAFETY AS DEMONSTRATED BY PEOPLE'S BEHAVIOR." IT'S THE WAY WE PERCEIVE, VALUE, AND PRIORITIZE SAFETY THROUGHOUT THE AGENCY. IT ALSO REFLECTS OUR COMMITMENT TO SAFETY AT ALL LEVELS, OR "HOW OUR ORGANIZATION BEHAVES WHEN NO ONE IS WATCHING."*

SAFETY CULTURE AT NASA IS AN ENVIRONMENT WHERE EVERYONE WORKS SAFELY, FEELS COMFORTABLE COMMUNICATING SAFETY ISSUES, LEARNS FROM MISTAKES AND SUCCESSES, FEELS CONFIDENT BALANCING CHALLENGES AND RISKS WHILE KEEPING SAFETY IN THE FOREFRONT, AND TRUSTS THAT SAFETY IS A PRIORITY.

VISION
"Our vision for Safety Culture at NASA is to create an environment characterized by safe attitudes and behaviors, modeled by leaders, and embraced by all. This environment should foster an atmosphere of open communication and mutual trust, as well as shared safety values and lessons. It should also instill confidence that we will balance challenges and risks that are consistent with our safety core value to successfully accomplish our mission."
— *NASA Safety Culture Working Group*

THE DNA ANALOGY
Think of NASA's Safety Culture as our organization's DNA. Just as DNA contains the genetic instructions that guide the development and function of every living organism, Safety Culture guides and defines safety within NASA. The NASA Safety Culture logo is designed as a DNA strand consisting of five factors to remind us of the importance of safety as a component of NASA work life.

Each factor in the DNA model is dependent upon the others. If one component is missing, the entire system will fail. That's why we want everyone—from the newest technician to top NASA leadership—to take an active role in the Agency's safety.

THE FIVE NASA SAFETYCULTURE FACTORS

REPORTINGCULTURE
WE REPORT OUR CONCERNS.

In our Reporting Culture, everyone at NASA is encouraged to report safety concerns. An atmosphere of trust exists between leadership and employees, with employees knowing that important information will be heard and acted upon appropriately. You should never be afraid to speak up; it could save a life.

JUSTCULTURE
WE TREAT EACH OTHER FAIRLY.

A Culture that is Just balances the need for discipline when warranted, with rewards when earned. People clearly understand acceptable and unacceptable behaviors. There's a sense of fairness in how business is conducted for everyone. An important example of Just Culture is we don't "shoot the messenger" for bringing up safety concerns.

FLEXIBLECULTURE
WE CHANGE TO MEET NEW DEMANDS.

A Flexible Culture is one that builds in resilience from the beginning. It enables us to adapt to unforeseen developments and make changes based on incoming trend information. It also allows us to push past obstacles when something new or different happens. In a Flexible Culture, operations aren't disrupted by additional demands. We continue to operate in a steady state to successfully complete our mission.

LEARNINGCULTURE
WE LEARN FROM OUR SUCCESSES AND MISTAKES.

In a Learning Culture, we collect, assess, and share information, both formally and informally. That includes continuing education programs such as SATERN and The Safety and Mission Assurance Technical Excellence Program, as well as resources on the NASA Engineering Network and NASA Safety Center websites. We learn from our experiences and apply that knowledge to our jobs.

ENGAGEDCULTURE
EVERYONE DOES THEIR PART.

An Engaged Culture ties together the other four cultures. Regardless of status or occupation, all NASA employees actively participate in safely accomplishing the Agency's mission. The key is having engaged leaders and employees who demonstrate they value safety and get involved.

NASA **SAFETY**CULTURE...Live With It!

No matter what your role is at NASA, you have a responsibility for sustaining a strong Safety Culture. You should always engage in safe behaviors and always report safety concerns. To help you in this effort, here are some additional resources on NASA's Safety Culture:

SAFETY CULTURE COURSE

NASA offers a course in SATERN for all NASA employees — **"Orientation to NASA Safety Culture."** To access the course, visit the SATERN Web site (satern.nasa.gov) and enter HQ-SMA-ONSC in the Catalog Search.

SAFETY CULTURE SURVEY

The NASA Office of Safety and Mission Assurance (OSMA), along with Subject Matter Experts from each of the NASA Centers, developed the NASA Safety Culture Survey. It is designed to provide Center Directors with a tool to identify and correct latent organizational conditions that may lead to accidents and implement strategies to improve safety.

SAFETY CULTURE POINTS OF CONTACT

Every NASA Center has a Safety Culture Point of Contact (PoC). For details on contacting your Center's PoC, visit the Safety Culture Web site (sma.nasa.gov/safetyculture).