

No Harm

No Foul



In sports, rules are put in place to ensure the integrity of the game and to protect the players; however, sometimes players like to push the limits of the game and feel that unless enough physical contact takes place to result in an injury, it doesn't really count.

**The short version of this is
“NO HARM, NO FOUL”.**

Too often, that same mindset is applied in the workplace, both by management and by employees.

This mindset develops in part because a serious injury or fatality doesn't happen every time an unsafe work practice takes place, so these “fouls” often go unchecked which provides tacit approval and reinforces them being continued. In addition, most safety measures are geared to lagging, or post-accident, indicators which can build the belief that unless a claim or recordable injury occurs it doesn't really count.

It's often at the expense of human suffering that we are reminded that Safety is no game, and then subsequently reminded of the cost and impact that accidents have within and outside of the workplace. To change this, management and employees must agree it isn't okay to wait for someone to get hurt before addressing the fouls that could have prevented it. To successfully have a No Harm workplace you must develop a No Foul mindset or culture. One way to help employees and supervisors identify and control the common risks/fouls that increase the potential for work-related accidents it to teach them to use the No Harm, No Foul acronym when evaluating a task, and then work together to take the needed steps to ensure they are controlled.



- H**igh force requirements (lifting, pushing, pulling)
- A**wkward work postures (overhead, static positions, reaching)
- R**epetitive motions (twisting, bending, gripping, squeezing)
- M**achinery/equipment exposures (caught in, contact with, LOTO)



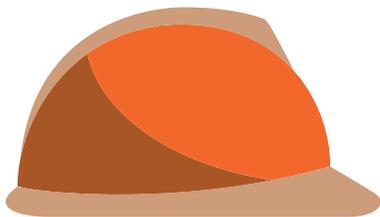
- F**all exposures (same level & elevated)
- O**ccupational disease (noise, fumes, vibration, heat/cold)
- U**nsafe driving (operator, site/route, vehicle and load)
- L**ine of fire (struck by, caught between)

While No HARM, No FOUL is not all-inclusive of every possible workplace exposure, it does help target those that are responsible for the majority of work-related injuries and illnesses.

- Overexertion
- Falls
- Repetitive motion
- Unguarded machinery and electrical
- Struck-by/Caught-between
- Motor vehicle accidents

The phrase not only serves as an acronym to remember these key exposures, it serves as a conceptual reminder that a **No Harm workplace begins with a No Foul mindset.**

If you would like assistance in evaluating your workplace or implementing the No HARM, No FOUL concept with your supervisors and employees, reach out to Nationwide’s Loss Control Services at MyLossControlServices.com.



A “No Harm, No Foul” poster is available to post in your workplace.

Providing solutions to help our members manage risk.®

For your risk management and safety needs, contact Nationwide Loss Control Services: 1-866-808-2101 or LCS@nationwide.com.

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