

Conflict

- As Safety Coordinators you may have
 - Difficult questions directed to you about requirements
 - There may be situations brought to your attention that you feel require an immediate response
 - A safety issue may arise that you feel strongly about personally
- You are a resource because you have resources in this role
 - Safety committee
 - EHS staff contacts

Conflict Case Study 1

- Carey a lab technician in charge of lab duties such as media prep, glass ware, waste handling and minor experiments when assigned is concerned about the actions and behavior of the lab manager, James who is also a post doc in the lab.
- James is responsible for ensuring the research is progressing he trains graduate and undergraduate students in addition to handling the safety inspections and other regulatory paperwork for the lab James, often annoyed by the inspectors, gives misleading information about work going on in the lab and the lab work practices.
- During one inspection he was reminded that the lab could not use fabric chairs while working in the biosafety cabinet and was recommended to remove the chairs. He stated that he would remove them-- but did not.

Conflict Case Study

- On the next annual inspection he told the lab tech, Carey to hide the chairs in a different lab space until the inspection was completed and then put them back after the inspectors left.
- Carey confidentially reported this concern to an inspector and confided that there were other unsafe lab practices going on. She mentioned her concerns to James he dismissed her concerns as petty. She told the inspectors she decided to mention them in a lab meeting since the PI would be there.
- She said she was openly embarrassed by the lab manager and later he threatened that she would lose her job if she kept making trouble.
- Carey asked the inspector if she could help?

Conflict Case Study 2

- Dr. Leeder is working on a new project, obtaining various samples from wild wombats, live and dead. He has been in contact with EHS staff about making sure he has the appropriate approvals in place and any other information that is relevant to keeping his lab staff safe while working.
- But he is frustrated because he feels the EHS rep (rep 1) has been vague and unhelpful with moving this new project forward so he has reached out to a different EHS rep (rep 2) that has been helpful in the past to get some guidance.

Conflict Case Study 2

- Dear EHS rep 2,
- Thank you for getting back to me regarding my questions and I eagerly anticipate any information you may have to move things forward.
- I would also like to convey my dissatisfaction with EHS rep 1 and how they handled my questions. Specifically, the delay in response and lack of guidance.
- They have stopped responding to my emails and phone calls. If you have any suggestions for how I can give this feed back to the appropriate person I would appreciate it. Thanks

