



## Communicating Safety

To “ESL” Employees

**More than 10.5 Million Americans speak little to no English and one in ten Americans does not speak English at home.**

(Bureau of Census data March 2005)

Given the growing non-English-speaking population of the United States, safety training and safety programs should address the needs of employees who speak other languages.

### *Suggested Methods*

- Have multilingual employees volunteer to serve for other non-English speaking employees
- Consider designating these volunteers “Safety Interpreters,” possibly including a pay incentive.
- Provide the “Safety Interpreters” with language specific safety training (see resources below).
- Include the “Safety Interpreters” in your company safety meetings.
- Provide “Safety Interpreters” with suggestions on how to motivate and communicate safety to their fellow employees.
- Provide Supervisors and Management with Cultural Sensitivity training, including culture specific training for areas around the world represented in your workforce.
- Provide Supervisors and “Safety Interpreters” with foreign language dictionaries that include industry specific safety terms.
- Provide employees with safety training and Tool Box Talks in their representative languages.
- Interpreters and Translators for many different languages. See [www.transinterp.com](http://www.transinterp.com)
- Provide other, non-verbal direction when communicating safety, such as:
  - Photos and other drawings of correct methods
  - Physical demonstrations of correct methods

### **Spanish Resources**

*Bureau of Labor Statistics data, posted December 6, 2005, reported a rise in fatalities among Hispanic workers - up from 794 in 2003 to 883 in 2004.*

**The following links contain training documents and information written in Spanish:**

**Occupation Safety and Health Electronic Compliance Assistance Tools (eTools) in Spanish**

[http://www.osha.gov/dcsp/compliance\\_assistance/spanish/spanish\\_etools.html](http://www.osha.gov/dcsp/compliance_assistance/spanish/spanish_etools.html)

**The Electronic Library of Construction Safety and Health**

<http://www.cdc.gov/elcosh/Spanish/index.html>

**Also so the OSHA website for more resources**

<http://www.osha.gov/SLTC/spanish/index.html>