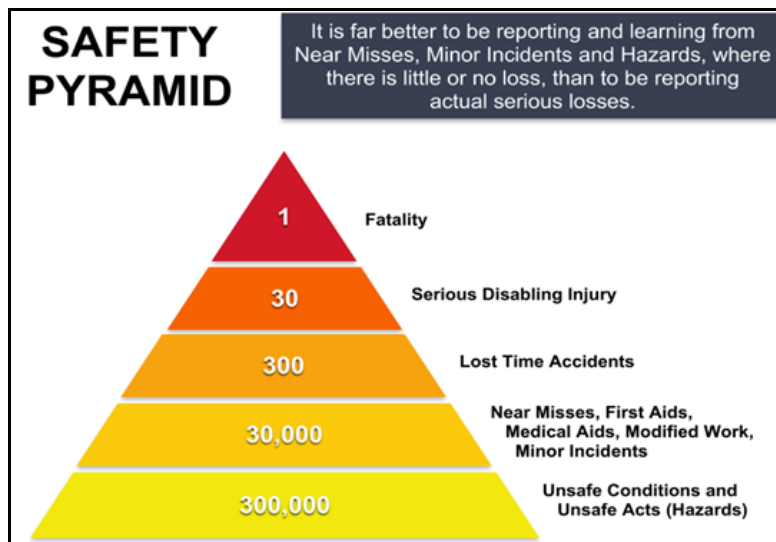


CONTINUOUS LEARNING

The Short Line Safety Institute has adopted the U.S. Department of Transportation Safety Council's definition of a Strong Safety Culture, defined as "the shared values, actions, and behaviors that demonstrate a commitment to safety over competing goals and demands." A strong safety culture contains 10 core elements (<https://www.shortlinesafety.org/about/strong-safety-culture/>).

Element 2: "The Railroad Practices Continuous Learning"

Maintaining a strong safety culture necessitates a learning environment where opportunities to improve safety are continuously sought out and implemented. Railroads must be open to learning from accidents when they do happen and willing to make changes to prevent incidents in the future.



Individuals can practice continuous learning daily and improve their knowledge and skills in the process. For example, they can:

- Ask for help when rules, work practices or policies are not clear.
- Observe more experienced employees to increase knowledge. A railroad could consider a mentor or peer-to-peer type program to aid in this.
- Search out and try safer and more productive methods of performing work.
- Utilize and share skills and knowledge attained in their current positions.
- Attend seminars and training offered on/off property and online.
- Have group discussions about incidents from their own railroad as well as others to learn about the potential results from rule infractions or not following best practices.
- Railroad leadership/management can practice continuous learning by ensuring the root cause of every accident or incident is always determined, even if the incident is considered minor in nature. Once the root cause is identified the lessons learned can be translated into preventative measures that should be shared with all levels of the workforce to prevent reoccurrence.