DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON BAVARIA
UNIT 28130
APO AE 09114-8130

AMIM-BAG-SO

MEMORANDUM FOR All Units and Organizations within the USAG Bavaria Footprint

SUBJECT: USAG Bavaria Command Policy Memorandum #15, Safety

1. **Safety Culture.** At USAG Bavaria, safety is built on the principle of taking care of people. I am fully committed to providing a safe and healthy workplace for all personnel and promoting a culture that prioritizes safety both during and beyond the workday. Leaders and supervisors at all levels are directly responsible for the health and welfare of the Soldiers, Civilians, and workforce entrusted to their care. We must foster a culture that protects our personnel from harm or economic loss while ensuring all individuals are properly trained to perform their tasks. By prioritizing safety, we protect our people and resources, both on and off duty.

2. **Leadership Commitment.** Safety begins with leadership engagement and commitment. Leaders must champion safety initiatives, enforce standards, and mitigate risks while promoting transparent communication and encouraging safety reporting without fear of retaliation. Leaders are also responsible for conducting detailed risk assessments for all community functions and events that do not occur routinely, using the Deliberate Risk Assessment Worksheet (DRAW), DD Form 2977. All DRAWs must be coordinated through the Safety Office prior to approval.

3. **Risk Management.** Risk management and safety are not additional tasks or impediments to mission accomplishment; they are integral to everything we do. Properly applied risk management in the workplace fosters positive habits that extend to off-duty activities. Leaders must ensure that benefits outweigh risks and implement all available control measures to mitigate hazards. Preventable accidents are unacceptable, and we must remain vigilant in preserving our most valuable resource—our people.

4. **Teamwork and Shared Responsibility.** Safety is a shared responsibility that requires active participation from every team member. Together, we can enhance safety awareness, prevent mishaps, and create a culture where safety is not just a requirement but a way of life. Every individual must take ownership of safety and hold one another accountable to ensure it is integrated into all work processes and daily activities.

5. **Transformation.** Through ISOHMS. To revolutionize our approach to safety and occupational health, we are implementing the IMCOM Safety and Occupational Health Management System (ISOHMS). Integrating ISOHMS into all business processes is critical

to increasing readiness and achieving our mission. Every employee must understand the safety requirements within their areas of responsibility and fully engage in this effort.

6. POC for this policy is the USAG Bavaria Safety Office, 526-2303.

DEREK G. DROUIN
COL, AR
Commanding