**(Company Name)**

**Sample Fall Protection Program**

**The following sample fall protection program is provided as a guide to assist employers in complying with the requirements of OSHA’s Fall Protection Standard, 29 CFR 1926, Subpart M\*. This sample fall protection plan is provided as a resource, it is not designed to address all construction activities and fall hazards.**

**This sample program is not intended to supersede the requirements of the OSHA standards. An employer should review the standard for requirements that are applicable to their individual situation and adjust this program specifically to their company. An employer must add information relevant to their operations to develop this sample program into an effective, comprehensive program. If an employer has a human resource and/or legal department, they should be consulted prior to program implementation.**

**\* Information relating to fall protection requirements within Standard, 29 CFR 1926, Subpart M was sourced from OSHA.**

**The information used to create this resource was obtained from sources believed to be reliable to help users address their own risk management and insurance needs. It does not and is not intended to provide legal advice. Nationwide, its affiliates and employees do not guarantee improved results based upon the information contained herein and assume no liability in connection with the information or the provided suggestions. The recommendations provided are general in nature; unique circumstances may not warrant or require implementation of some or all of the suggestions. Nationwide, Nationwide is on your side, and the Nationwide N and Eagle are service marks of Nationwide Mutual Insurance Company. © 2022 Nationwide**

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**Fall Protection Program**

***(Company Name)***

**OBJECTIVE**

The objective of ***(Company Name)*** Fall Protection Program is to identify and evaluate fall hazards to which employees will be exposed and to provide specific training as required by the Occupational Safety and Health Administration (OSHA) Fall Protection Standard, 29 CFR 1926, Subpart M**.**

**POLICY**

It is the policy of ***(Company Name)*** to protect its employees from occupational injuries by implementing and enforcing safe work practices and appointing a competent person(s) to manage the Fall Protection Program. The ***(Company Name)*** Fall Protection Program shall comply with the OSHA requirements. A copy of the OSHA Fall Protection Standard shall be made available to all employees and may be obtained from.

# **ASSIGNMENT OF RESPONSIBILITY**

## Employer

It is the responsibility of ***(Company Name)*** to provide fall protection to affected employees, and to ensure that all employees have been trained to understand and adhere to the procedures of this plan and follow the instructions of ***(Authorized Person)***.

## Program Manager

It is the responsibility of ***(Authorized Person)*** as the Fall Protection Program Manager to implement this program by:

* Performing routine safety audit of work operations.
* Enforcing ***(Company Name)*** safety policy procedures.
* Correcting any unsafe practices or conditions immediately.
* Stop work if immediately correcting any unsafe practices or conditions is infeasible.
* Training employees and supervisors in recognizing fall hazards and the use of fall protection systems.
* Maintaining records of employee training, equipment issue, and fall protection systems used at ***(Company Name)*** jobsites.
* Investigating and documenting all incidents that result in employee injury, damage to equipment.

Employees

It is the responsibility of all employees to:

* Understand and adhere to the procedures outlined in this Fall Protection Program.
* Follow the instructions of ***(Authorized Person)***.
* Alert management of any unsafe or hazardous conditions or practices that may cause injury to either themselves or any other employees.
* Report any incident that causes injury to an employee, regardless of the nature of the injury.

# **TRAINING**

***(Company Name)*** shall provide a training program for each employee who might be exposed to fall hazards. The program shall enable each employee to recognize the hazards of falling and shall train each employee in the procedures to follow in order to mitigate these hazards.

***(Company Name)*** shall assure that each employee has been trained, as necessary, by a competent person qualified in the following areas: refer to: 1926.503(a)(2)(i)-(viii)

***(Company Name)*** shall verify compliance with OSHA by preparing a written certification record. The written certification record shall contain the name or other identity of the employee trained, the date(s) of the training, and the signature of the person who conducted the training or the signature of the employer.

Training of employees shall include:

* Fall hazards employees may be exposed to.
* Correct procedures for erecting, maintaining, disassembling and inspecting fall protection systems.
* Use and operation of controlled access zone, guardrail, personal fall arrest, safety net, warning line and safety monitoring systems.
* Role of each employee in the Safety Monitoring System (if one is used).
* Limitations on the use of mechanical equipment during roofing work on low-slope roofs (if applicable).
* Correct procedures for equipment and materials handling, and storage and erection of overhead protection.
* Role of each employee in alternative Fall Protection Plans (if used).
* Requirements of the OSHA Fall Protection Standard, 29 CFR 1926, Subpart M.
* ***(Company Name)*** requirements for reporting incidents that cause injury to an employee.

# **HAZARD ANALYSIS**

Management believes hazard analysis is a critical step to maintaining employee safety. Failure to identify potential hazards will leave our employees unprepared to evaluate and mitigate potential risk. Our hazard analysis process will evaluate how our employees interact or complete assigned task around these potential hazards.

Keys areas in our hazard analysis include:

* Identifying tasks that could expose employees to fall hazards.
* Identifying all hazards within each designated work area.
* Evaluating how frequently employees will conduct tasks while considering potential severity.
* Evaluating weather or other environmental conditions could contribute to fall hazards.
* Determining if employees need to move horizontally, vertically or in both directions.
* Determining fall distances to lower levels.

**PASSIVE FALL PROTECTION SYSTEMS**

## Covers

* All covers shall be secured to prevent accidental displacement.
* Covers shall be color-coded or bear the markings “HOLE” or “COVER”.
* Covers located in roadways shall be able to support twice the axle load of the largest vehicle that might cross them.
* Covers shall be able to support twice the weight of employees, equipment and materials that might cross them.

## Guardrail Systems

Guardrail systems are hard barriers erected to protect employees from falling. Use of system will be determined by the ***(Competent Person)***. The following specifications will be followed in the erection of guardrail systems.

Screens, midrails, mesh, intermediate vertical members, or equivalent intermediate structural members must be installed between the top edge of the guardrail system and the walking or working surface when there are no walls or parapet walls at least 21 inches high.

### **Toprails**

* Forty-two (42) inches (plus or minus three (3) inches) above the walking/working level.
* Adjusted to accommodate the height of stilts or jump pans if they are in use.
* Wire rope being used as a toprail must be flagged at not more than 6-foot intervals with high-visibility material.

### **Midrails**

* Must be installed at a height midway between the top edge of the guardrail system and the walking or working level.

## Barricades

Barricades are established to prevent employees from entering an area with fall hazards, including falling objects. Barricaded areas must be marked with signage to alert employees of hazards.

## Safety Net Systems

When safety nets are used, they must be installed as close as practicable under the walking or working surface on which workers are working and never more than 30 feet below that level.

* Drop-testing is required to ensure that safety nets and safety net installations are working properly. See 29 CFR 1926.502(c) (4)(i) for more details.
* All safety nets must be installed with sufficient clearance underneath to prevent a falling body from hitting the surface or structure below the net.
* All nets shall be inspected at least once a week for wear, damage, or deterioration by ***(Competent Person)***. Defective nets shall be removed from use and replaced with acceptable nets.
* All nets shall be in compliance with mesh, mesh crossing, border rope, and connection specifications as described in the OSHA Fall Protection Standard.
* When nets are used on bridges, the potential fall area from the walking/working surface shall remain unobstructed.
* Objects that have fallen into safety nets shall be removed as soon as possible, and at least before the next working shift.

# **ACTIVE FALL PROTECTION SYSTEMS**

## Personal Fall Arrest System

Personal fall arrest systems (PFAS) shall be issued to and used by employees as determined by ***(Competent Person)***. PFAS consist of; anchorage, body harness, and connectors (ABC’s).

Personal fall arrest systems shall:

* Limit the maximum arresting force to 1800 pounds when used with a body harness.
* Be rigged so an employee cannot free fall more than six (6) feet or contact any lower level.
* Bring an employee to a complete stop and limit the maximum deceleration distance traveled to three and a half feet.
* Have strength to withstand twice the potential impact energy of an employee free falling six (6) feet or the free fall distance permitted by the system, whichever is less.
* Be inspected prior to each use for; wear, damage, and other deterioration.
* Remove defective components from service.

## Fall Restraint Systems

Fall restraint systems will prevent employees from falling any distance. To determine the force needed to restrain an employee, consideration is given to the force that would be generated by the worker walking, leaning, or sliding down the working surface. OSHA has no specific standards for restraint systems, however, at a minimum, fall restraint systems should have:

* The capacity to withstand at least 3,000 pounds of force.
* Or twice the maximum expected force needed to restrain the worker from exposure to the fall hazard.

## Personal Fall Arrest/Restraint Components

Components of a fall arrest system shall meet the specifications of the OSHA Fall Protection Standard and shall be used in accordance with manufacturer’s instructions.

### **Anchorages**

Anchorages used to attach PFAS must:

* Support at least 5000 pounds per person attached or capable of supporting at least twice the expected impact.
* Designed, installed and used under the supervision of ***qualified person***.
* Independent of any anchorage used to support or suspend platforms.

### **Body Harness**

Full body harness includes shoulder, chest, leg straps, and at least one D-ring. Straps can have adjustable buckles or fasteners depending on manufacturer. Some harnesses also include a body belt.

* The D-ring between the shoulder blades is used with a connector to arrest a fall. D-rings can be in other positions of a harnesses for use with positioning devices and ladder safety devices.
* When a harness is properly donned and adjusted, the D-ring will be between the top of the shoulder blades. The leg straps will be snug around the thighs.
* Harnesses come in different sizes and have weight restrictions. It is important to add any toolbelts, tools, and gear employees wear for total weight .
* Harnesses can be gender specific for proper fit.

### **Connecting Devices**

Connecting devices are used to attach the **Full Body Harness** to the **Anchorage** point. There are many options to consider when selecting connecting devices. The type of connecting device will vary depending on scope of work and fall hazards.

Connecting devices Include:

* Shock absorbing lanyards
* Self-retracting lifelines/lanyards (SRL’s)
* Positioning Hooks

### **Horizontal Lifelines**

* Designed, installed and used under the supervision of *Qualified Person* as part of a complete personal fall arrest system, which maintains a safety factor of at least two.
* Must protected against cuts and abrasions.
* Equipped with lifeline connection devices capable of locking in both directions on the lifeline when used on suspended scaffolds or similar work platforms that have horizontal lifelines that may become vertical lifelines.

### **Ladder Safety Devices**

Ladder safety devices or systems are used to climb fixed ladders. The system includes a body harness, carabiner, carrier rail, and safety sleeve. Ladder safety devices are available as a cable (i.e., vertical lifeline) or fixed rail system. Ladder safety components must meet the specifications of the OSHA Fall Protection Standard and systems shall be used in accordance with manufacturer’s instructions.

### **Positioning Device Systems**

Positioning device systems allow a body belt or body harness system rigged to allow a worker to be supported on an elevated vertical surface, such as a wall, and work with both hands free while leaning back.

### **Self-retracting Lifelines and Lanyards (SRL)**

* Sustain a minimum tensile load of 3000 pounds if they automatically limit free fall distance to two (2) feet.
* If the free fall is not limited to (2) feet, SRL’s must sustain a minimum tensile load of 5000 pounds (includes ripstitch, tearing, and deforming lanyards).
* Body belt or body harness systems shall be set up so that an employee can free fall no farther than (2) feet.
* Secured to an anchorage capable of supporting twice the potential impact load or 3000 pounds whichever is greater.
* Requirements for snaphooks, dee-rings and other connectors are the same as detailed in this Program under *Personal Fall Arrest Systems.*

### **Vertical Lifelines**

* Vertical lifelines and lanyards must have a minimum breaking strength of 5,000 pounds.
* Must protected against cuts and abrasions.

# **ADDITIONAL TYPES OF FALL PROTECTION**

## Warning Line Systems

Warning line systems consisting of supporting sanctions and ropes, wires, or chains shall be erected around all sides of roof work areas.

* When mechanical equipment is not being used, the warning line must be erected at least 6 feet from the roof edge.
* The warning line must be flagged at no more than six (6) foot intervals with high-visibility materials.
* The lowest point of the line (including sag) shall be between 34 and 39 inches from the walking/working surface.
* Stanchions of warning line systems shall be capable of resisting at least 16 pounds of force.
* Ropes, wires or chains must have a minimum tensile strength of 500 pounds.
* When mechanical equipment is in use, warning line systems shall be:
	+ Erected at least six (6) feet from the parallel edge and
	+ At least ten (10) feet from the perpendicular edge to the direction of mechanical operation.

## Safety Monitoring Systems

Will only be used on low-slope roofing work. A ***(Competent person[s])***shall monitor the safety of employees in these work areas and will be referred to as the safety monitor. The safety monitor must:

* Be competent in the recognition of fall hazards.
* Warn workers when it appears that they are unaware of fall hazards.
* Be on the same walking/working surfaces as the employees and able to see them.
* Close enough to work operations to speak directly with employees.
* Free of other duties to distract from their monitoring function.

No employees other than those engaged in the work being performed under the Safety Monitoring System shall be allowed in the area. All employees under a Safety Monitoring System are required to promptly comply with the fall hazard warnings of thesafety monitor.

## Controlled Access Zones (CAZ)

***(Competent Person)*** will develop controls for access controls onsite. Controlled access zones shall be defined by control lines consisting of ropes, wires, tapes, or equivalent material, with supporting stanchions, and must:

* Flagged or otherwise clearly marked with a high-visibility material not more than six (6) foot intervals.
* Rigged and supported so that the line is between 39 and 45 inches (including sag) from the walking/working surface.
* Have a breaking strength of at least 200 pounds.
* Extended along the entire length of an unprotected or leading edge.
* Parallel to the unprotected or leading edge.
* Connected on each side to a guardrail system or wall.
* Erected between six (6) feet and 25 feet from an unprotected edge, except in the following cases:
* When working with precast concrete members between six (6) feet and 60 feet, or half the length of the member being erected, whichever is less, from the leading edge; or
* When performing overhand bricking and related work: between ten (10) feet and 15 feet from the working edge.

# **TASKS AND WORK AREAS REQUIRING FALL PROTECTION**

Unless otherwise specified, ***(Competent Person)*** shall evaluate the worksite(s) and determine the specific type(s) of fall protection to be used in the following situations.

## Framework and Reinforcing Steel

Fall protection will be provided when an employee is climbing or moving at a height of over 24 feet when working with rebar assemblies.

## Hoist Areas

Guardrail systems or personal fall arrest systems will be used in hoist areas when an employee may fall six (6) feet or more. If guardrail systems must be removed for hoisting, employees are required to use a personal fall arrest system.

## Holes

Covers or guardrail systems shall be erected around holes (including skylights) that are six (6) feet or more above lower levels. If covers or guardrail systems must be removed, employees are required to use a personal fall arrest system.

## Leading Edges

Guardrail systems, safety net systems, or personal fall arrest systems shall be used when employees are constructing a leading edge that is six (6) feet or more above lower levels. An alternative Fall Protection Plan shall be used if ***(Competent person)*** determines that the implementation of conventional fall protection systems is infeasible or creates a greater hazard to employees. All alternative Fall Protection Plans for work on leading edges shall:

* Be written specific to the jobsite needs.
* Include explanation of how conventional fall protection is infeasible or creates a greater hazard to employees.
* Explain what alternative fall protection will be used for each task.
* Be maintained in writing at the jobsite by ***(Competent person)***.
* Meet the requirements of 29 CFR 1926.502(k).

## Wall Openings

Guardrail systems, safety net systems, or a personal fall arrest system will be provided to employees working on, at, above or near wall openings when the outside bottom edge of the wall opening is six (6) feet or more above lower levels, and the inside bottom edge of the wall opening is less than 39 inches above the walking/working surface. The type of fall protection to be used will be determined by ***(Competent Person).***

## Ramps, Runways, and Other Walkways

Employees using ramps, runways, and other walkways must be protected by guardrail systems from falling 6 feet or more.

# **PROTECTION FROM FALLING OBJECTS**

When guardrail systems are in use, the openings shall be small enough to prevent passage of potential falling objects. The following procedures must be followed by all employees to prevent hazards associated with falling objects.

* No materials (except masonry and mortar) shall be stored within four (4) feet of working edges.
* Excess debris shall be removed regularly to keep work areas clear.
* During roofing work, materials and equipment shall be stored no less than six (6) feet from the roof edge unless guardrails are erected at the edge.
* Stacked materials must be stable and self-supporting.
* Canopies shall be erected along the edge of the overhead walking/working surface for a distance sufficient to protect employees below.
* Toeboards shall be erected along the edge of the overhead walking/working surface for a distance sufficient to protect employees below.
* Solid with a minimum of three and a half inches tall and no more than one quarter (1/4) inch clearance above the walking/working surface.
* Equipment/materials shall not be piled higher than the toeboard unless sufficient paneling or screening has been erected above the toeboard.

#

# **ACCIDENT INVESTIGATIONS**

All incidents that result in injury to workers, as well as near misses, regardless of their nature, shall be reported and investigated. Investigations shall be conducted by ***(Competent person)*** as soon after an incident as possible to identify the cause and means of prevention to eliminate the risk of reoccurrence.

In the event of such an incident, the Fall Protection Program (and alternative Fall Protection Plans, if in place) shall be reevaluated by ***(Competent person)*** to determine if additional practices, procedures or training are necessary to prevent similar future incidents.

# **Rescue**

Speed of rescue is critical after a fall, as suspension in a fall arrest device can cause unconsciousness or death in less than 30 minutes. The simplest form of rescue should always be the first option (e.g. ladder)

Our goal is to provide prompt rescue of our employees in the event of a fall or shall assure that employees are able to rescue themselves. The rescue plan should incorporate the following components and be specific to the construction site:

* Call 911 in the event of a fall.
* All employees shall be trained on self-rescue techniques and associated self -rescue equipment (e.g. trauma straps, self-rescue ladders, rescue harness, etc.).
* Employee training shall also include signs and symptoms of suspension trauma.
* Train employees to note time of fall and continue to track how long employee has been suspended for.
* The Competent person for the jobsite shall be trained in general assisted rescue techniques.
* The Competent person for the jobsite will be required to identify all potential obstructions that could hinder rescue efforts prior to the job starting.
* A chain of command on the jobsite must be established and contain names of who will respond and coordinate rescue effort.
* Ensure jobsites contain a list of employees who are first aid trained.
* First aid supplies must be maintained on each jobsite.
* Rescue equipment shall be available at all jobsites where employees are working at heights and exposed to a fall.
* The site-specific plan should note the location of where rescue equipment is stored.
* The pre-planning phase should determine whether rescue equipment would be adequate to reach employees at heights specific to the jobsite.
* Technical rescue should only be performed by competent or authorized and trained rescuers.
* Methods of communication (radios, cell phone, verbal communication, etc.) with employees shall be identified ahead of time. Ensure cell numbers for employees are readily available.

# **CHANGES TO THE PLAN**

Any changes to the Fall Protection Program (and alternative Fall Protection Plans, if in place) shall be approved by ***(Competent Person)*** and shall be reviewed by a qualified person as the job progresses to determine additional practices, procedures or training needs necessary to prevent fall injuries. Affected employees shall be notified of all procedure changes and trained if necessary. A copy of this plan, and any additional alternative Fall Protection Plans, shall be maintained at the jobsite by ***(Competent Person)***.

**GLOSSARY**

**Anchorage**: a secure point of attachment for lifelines, lanyards, or deceleration devices.

**Authorized Person:** a **person** approved or assigned by the employer to perform a specific type of duty or duties or to be at a specific location or locations at the jobsite.

**Body belt**: a strap with means both for securing it about the waist and for attaching it to a lanyard, lifeline, or deceleration device.

**Body harness**: straps that may be secured about the person in a manner that distributes the fall-arrest forces over at least the thighs, pelvis, waist, chest, and shoulders with a means for attaching the harness to other components of a personal fall arrest system.

**Competent Person:** one who is capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them

**Connector:** A device that is used to couple (connect) parts of a personal fall arrest system or positioning device system together.

**Controlled access zone**: a work area designated and clearly marked in which certain types of work (such as overhand bricklaying) may take place without the use of conventional fall protection systems (guardrail, personal arrest, or safety net) to protect the employees working in the zone.

**Deceleration device**: any mechanism, such as rope, grab, ripstitch lanyard, specially woven lanyard, tearing or deforming lanyards, and automatic self-retracting lifelines/lanyards, which serves to dissipate a substantial amount of energy during a fall arrest, or otherwise limits the energy imposed on an employee during fall arrest.

**Deceleration distance**: the additional vertical distance a falling person travels, excluding lifeline elongation and free fall distance, before stopping, from the point at which a deceleration device begins to operate.

**Guardrail system**: a barrier erected to prevent employees from falling to lower levels.

**Hole**: a void or gap two (2) inches (5.1 centimeters) or more in the least dimension in a floor, roof, or other walking/working surface.

**Lanyard**: a flexible line of rope, wire rope, or strap that generally has a connector at each end for connecting the body belt or body harness to a deceleration device, lifeline, or anchorage**.**

**Leading edge**: the edge of a floor, roof, or formwork for a floor or other walking/working surface (such as a deck) which changes location as additional floor, roof, decking, or formwork sections are placed, formed, or constructed.

**Lifeline:** a component consisting of a flexible line for connection to an anchorage at one end to hang vertically (vertical lifeline), or for connection to anchorages at both ends to stretch horizontally (horizontal lifeline), that serves as a means for connecting other components of a personal fall arrest system to an anchorage.

**Low slope roof**: a roof having a slope less than or equal to 4 in 12 (vertical to horizontal).

**Wall Opening**: a gap or void 30 inches (76 centimeters) or higher and 18 inches (46 centimeters) or wider, in a wall or partition, through which employees can fall to a lower level.

**Personal fall arrest system**: a system including but not limited to an anchorage, connectors, and a body harness used to arrest an employee in a fall from a working level.

**Positioning device system**: a body belt or body harness system rigged to allow an employee to be supported on an elevated vertical service, such as a wall, and work with both hands free while leaning backwards.

**Qualified:** one who, by possession of a recognized degree, certificate, or professional standing, or who by extensive knowledge, training, and experience, has successfully demonstrated his ability to solve or resolve problems relating to the subject matter, the work, or the project.

**Rope grab**: a deceleration device that travels on a lifeline and automatically, by friction, engages the lifeline and locks to arrest a fall.

**Safety monitoring system**: a safety system in which a competent person is responsible for recognizing and warning employees of fall hazards.

**Self-retracting lifeline/lanyard**: a deceleration device containing a drum-wound line which can be slowly extracted from, or retracted onto, the drum under minimal tension during normal employee movement and which, after onset of a fall, automatically locks the drum and arrests the fall.

**Snaphook**: a connector consisting of a hook-shaped member with a normally closed keeper, or a similar arrangement, which may be opened to permit the hook to receive an object and, when released automatically, closes to retain the object.

**Steep roof**: a roof having a slope greater than 4 in 12 (vertical to horizontal).

**Suspension trauma:** (also known as “harness‐induced pathology” or “orthostatic shock while suspended”) is the natural physiological response to the human body being held motionless in a vertical position for a period of time, resulting in presyncope symptoms or loss of consciousness.

**Toeboard**: a low protective barrier that prevents material and equipment from falling to lower levels and which protects personnel from falling.

**Unprotected sides and edges**: any side or edge (except at entrances to points of access) of a walking/working surface (e.g., floor, roof, ramp, or runway) where there is no wall or guardrail system at least 39 inches (1 meter) high.

**Walking/working surface**: any surface, whether horizontal or vertical, on which an employee walks or works, including but not limited to floors, roofs, ramps, bridges, runways, formwork, and concrete reinforcing steel. Does not include ladders, vehicles, or trailers on which employees must be located to perform their work duties.

**Warning line system**: a barrier erected on a roof to warn employees that they are approaching an unprotected roof side or edge, and which designates an area in which roofing work may take place without the use of guardrail, body belt, or safety net systems to protect employees in the area.