CCBS BEHAVIORAL SAFETY ACCREDITATION STANDARDS

Standards Domain	Certification Award — Silver	Accreditation Award — Gold (Silver Level Plus:)
1 **Behavioral Safety Team**	• Team is operational and sufficiently staffed • Team is representative of the workforce • Team members are trained on the application of behavioral technologies, including conducting behavioral observations and providing feedback	• Team members seek continuous learning opportunities in behavioral technologies, leadership, and facilitation skills • Team leadership functions are shared or readily transferable to other capable team members • Team members serve as trainers or educators in the behavioral sciences and application of behavioral technologies such as ABC analysis • Observers are evaluated and coached to maintain skills
2 **Worker Knowledge, Skills, & Involvement**	• Workers are aware of the program and its operations • Workers are aware that the program is *no name, no blame*	• Most if not all workers demonstrate a working knowledge of the program, its operations (current pinpoints and interventions), and principles (*no name, no blame*) • Workers outside the behavioral safety team are engaged in observations/feedback and willing to participate in other ways • Entire workforce, including temporary and contract workers, can participate in the program • Worker suggestions for program improvements are encouraged, documented, and communicated
3 **Risk Assessment, Pinpointing, & Behavioral Observations**	• Formal observations are conducted on relevant behavioral safety and health risks • Observations are voluntary and anonymous • Multiple observations are performed monthly	• Observations target general and task-specific behavioral risks based on risk analysis and pinpointing • Observations are conducted on behaviors related to Serious Injury Prevention and Process Safety, if applicable • Targets for observation are periodically re-assessed and prioritized • Behavioral observations demonstrate the ability to detect safety and health risks • Observation procedures are evaluated for integrity and quality
4 **Analysis & Evidence of Behavior Change**	• Behavioral data are compiled and trended over time to monitor behavior change • Trends are reviewed by the behavioral safety team and lead to documented safety improvements • Antecedent-only safety solutions (e.g., those including information or training only) are common	• Behavioral data are checked regularly for accuracy and quality • Behavioral data are trended, and those trends direct the targets of behavioral interventions. • ABC analysis, Behavioral Systems Analyses, or other problem-solving analyses are used to diagnose at-risk behavioral trends • Interventions derived from the data analyses are well documented; they include systemic, process, and equipment changes (consequence-based safety solutions) • Evidence of behavior change (over baseline measures) are documented across pinpoints
5 **Performance Feedback & Goal Setting**	• Frequent and immediate performance feedback is provided to workers • Performance goals are set for safety process behaviors only (e.g., participation in observations, behavior change). Realistic goals are set for pinpointed behaviors • Program status and achievements are communicated regularly (e.g., safety briefings, meetings, posters, etc.) • If used, incentives discourage a culture of nonreporting; incentives are linked to safety process behaviors only, not safety outcomes such as injury rates	• Performance results and follow-up on behavioral observations and worker concerns are summarized, communicated to workers, and well documented • Behavioral goals are routinely assessed and achieved. When achieved new goals are adopted. • Program is demonstrated to be effective without financial or contrived incentives; if used, incentives programs are continuously evaluated and refined

Standards Domain	Certification Award	Accreditation Award
	Silver	**Gold** Silver Level Plus:
6 Program Effectiveness	• Impact of the behavioral program is assessed and tracked on lagging outcomes (e.g., incident rates; time off work, etc.)	• Positive impact is demonstrated on lagging outcomes and on safety processes and other leading indicators (e.g., observation rates, audit rates, near misses, etc.) • Sustained positive impact is demonstrated for 3 or more years below industry benchmarks
7 Management Support & Engagement	• Management and key organizational leaders are supportive of the program • Key organizational leaders, such as the safety officers and leaders of other organizational units, are adequately engaged	• Evidence of management support and engagement is visible and documented • Key leaders across all levels of management and organizational units are held accountable for program features • Key leaders across all levels of management and organizational units acquire knowledge and training in the behavioral sciences
8 Continuous Improvement & Sustainability		• A continuous improvement plan has been adopted • A continuous improvement plan includes succession planning for key program leaders and champions • A continuous improvement plan includes planning to improve the behavioral safety program processes • Examples of program improvements and corrective actions are well-documented

Standards Domain	Accreditation
	Platinum Gold Level Plus:
9 Extended Applications of Behavioral Technologies	• Program leads by example and innovation in Domains 1-8 above • Behavioral technologies have been successfully extended to other organizational priorities (e.g., process safety, quality, human resources, etc.) • Behavioral data from the behavioral safety program are linked with other operational data to prioritize actions and make decisions
10 Corporate Responsibility & Outreach	• Program processes and lessons learned are communicated with contractors and other partners to maximize safety across all operations • Company promotes the adoption of behavioral technologies by contractors and other partners • Company promotes the application of behavioral technologies industry-wide through direct outreach (e.g., conferences, consults, workshops) • Company supports or collaborates in safety research to advance the science