

**HORSEPLAY**  
**#0163**

1) Everyone likes jokes. Right?



2) Getting everyone to laugh is a good thing. Right?



3) Not always. Everyone reacts differently to jokes. What you may consider funny may not be funny to someone else. Especially when the joke physically or emotionally may hurt another person.



4) This type of behavior is unacceptable at our company. Any action or activity that has the potential to hurt someone is called horseplay.



5) Most times, the person telling the joke doesn't really mean to hurt anyone.



6) Usually, when a person is asked why he or she is acting that way, they will answer, "I want to make people laugh".



7) But our company did not hire a comedian. Horseplay is not part of anyone's job.



8) We are not saying that laughing is bad. Laughing is good. But laughing or clowning around when it has the possibility of hurting someone is not acceptable.



9) Safety is our first concern. It's never acceptable to act in an unsafe manner. Any unsafe action done to provide entertainment to people is unacceptable.



10) Examples of horseplay are:



11) using equipment inappropriately,



12) walking in a silly way,



13) making silly expressions,



14)making silly noises,



15)telling jokes,



16)or any other action or comments that are not work related and done to entertain others.



17)The person clowning around should be asked to stop.



18)If the person is making joke of something you did or said, tell them to stop. Tell the person you do not like the jokes.



19)Most times, the person will stop immediately and feel bad that you were offended.



20)However, some people might be angered by your comments, and will continue telling jokes. This behavior is unacceptable.



21) We want you to feel safe at all times. When you do not like what someone is doing, please remove yourself from the situation and immediately tell your supervisor.



22) We know that it's hard to stand up for yourself. Especially, if everyone else thinks it's funny.



23) Please do not hide your feelings. If you think something is unkind or unsafe, we need you to tell us.



24) We want our employees to be safe and respectful of others at all times.



25) Enjoy your work and be kind to the people you work with.

