



**DEPARTMENT OF THE NAVY**  
COMMANDING OFFICER  
U.S. NAVAL STATION GUANTANAMO BAY CUBA  
PSC 1005 BOX 25 FPO AA 34009-0100

9 October 2024

Commanding Officer's Policy 8-24

From: Commanding Officer, U.S. Naval Station, Guantanamo Bay, Cuba

Subj: OCCUPATIONAL HEALTH

1. It is my operational and personal responsibility to provide a safe and healthy workplace for all personnel by using the principles of the Operational Risk Management, the Integrated Management System, and the Process Review and Measurement System. This policy is founded on the principle of emphasizing safety awareness and safety first in all practices and environments at this installation. The key element in an effective Safety Program is a sound training foundation. Through scheduled inspections of our work places, we can achieve and maintain safe working conditions through sound procedures and practices.
2. All Naval Station personnel will comply with applicable safety standards. Safety and Occupational Health (SOH) information is available from the Safety Office upon request, by any military member or employee. The Safety Office is located on the second deck, in Building 760.
3. SOH inspectors shall conduct inspections of all workplaces at least annually. Inspection of areas that are more hazardous will be inspected more frequently. I expect full cooperation when SOH inspectors are in your areas. In addition, prompt attention of identified hazards is of utmost importance. Attention shall include elimination or minimization of all hazards through engineering or administrative controls. When these controls are not feasible, supervisors shall provide their employees with the appropriate personal protective equipment at government expense. Where unabated serious hazards have not been eliminated, supervisors will post SOH Deficiency Notices to warn employees, define interim protective measures and follow up on corrective actions. Qualified personnel shall implement comprehensive occupational health surveillance programs, both medical and industrial hygiene.
4. The Safety Staff shall attend pre-construction meetings to review, in advance of construction or procurement, the design of facilities, systems, and subsystems to ensure that SOH hazards are identified, eliminated and/or controlled throughout the life cycle.
5. SOH training shall be provided for all personnel. Applicable requirements shall be integrated into training programs and publications. It is imperative that supervisors make every effort to ensure that personnel complete scheduled training requirements.
6. I cannot stress enough the importance of ensuring that all employees feel free to report suspected hazards to their supervisors and/or the SOH Office without fear of reprisal.
7. Mishaps must be reported immediately to the Safety Office so they can be promptly investigated. Prompt reporting is necessary to perform a thorough investigation and prevent a mishap from reoccurring. The Navy's 50 percent mishap reduction goal means that an aggressive participation by both supervisors and employees to follow all safety procedures in preventing or minimizing occupational mishaps is of utmost importance. Nothing is ever more important than human life. The most significant thought you can take away from this policy statement is "Our people are our most important asset."

  
M. R. STEPHEN