



BUILD with Respect

Toolbox Talk #5

DO THE RIGHT THING

Why Doing the Right Thing Matters

Respect on the jobsite is not defined only by how you act, but also by what behavior you allow around you. When disrespect, harassment, or unsafe conduct occurs, staying silent can send the message that it is acceptable. Bystanders play a critical role in protecting coworkers and maintaining a safe, professional jobsite.

Commercial and institutional projects depend on trust and teamwork. When workers step in or speak up, problems are addressed early—before they escalate into safety incidents, conflicts, or project delays.

What Doing the Right Thing Looks Like

- Paying attention to how coworkers are treated, not just your own work
- Recognizing when someone looks uncomfortable, excluded, or targeted
- Intervening respectfully when it is safe to do so
- Supporting coworkers and reporting concerns when direct action isn't possible

Jobsite Guidelines

- Silence allows disrespect and unsafe behavior to continue
- If it's safe, remind others that bullying or harassment has no place on the jobsite
- If direct intervention isn't safe, support the person affected and report the behavior
- Small actions—checking in, offering support—make a big difference
- Doing nothing protects the wrong behavior

Remember

Think of a jobsite like a ship. A small leak ignored in one area can sink the entire crew. Doing the right thing means recognizing that even small problems threaten everyone's safety—and acting before damage spreads.

Call to Action

Commit to doing the right thing. Speak up when something isn't right, support your coworkers, and help protect a culture of respect, safety, and accountability on every jobsite.

BUILD with Respect – Toolbox Talk #5

D – Do the Right Thing

Doing the right thing on a construction jobsite means taking responsibility for the culture we create. When disrespect, harassment, or unsafe behavior occurs, silence can signal acceptance. Every worker and leader has a role in protecting coworkers and maintaining a safe, professional environment.

D – Do the Right Thing | Knowledge Check

Use these questions for group discussion or review after the toolbox talk.

1. What is the result of staying silent when witnessing harassment?

- A) It maintains jobsite peace
- B) It sends the message that the behavior is acceptable
- C) It shows you are a neutral party
- D) It prevents the bystander from getting in trouble

2. The ship analogy explains that:

- A) Construction involves heavy transport
- B) A small, ignored problem can threaten the entire crew
- C) Workers should stay in their own cabins
- D) Only the captain is responsible for the vessel

3. What should a worker do if direct intervention is not safe?

- A) Forget about the incident
- B) Support the affected person and report the behavior
- C) Record the incident and wait for it to happen again
- D) Confront the harasser later off-site

4. Doing the right thing includes:

- A) Focusing only on your own assigned tasks
- B) Paying attention to how coworkers are treated
- C) Allowing small conflicts to resolve themselves
- D) Protecting a friend even if they are bullying others

5. How do small actions like checking in on a coworker affect the jobsite?

- A) They are a distraction from real work
- B) They make a big difference in maintaining a respectful culture
- C) They are only necessary for apprentices
- D) They are considered unprofessional interference