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Fall Protection Fundamentals

INSTRUCTOR + PRINT PACKET

AUDIENCE	EST. TIME	REFERENCE
Employees exposed to fall hazards	35-45 min	29 CFR 1926.503 / applicable walking-working surface rules

IMPORTANT USE NOTE

General fall-hazard instruction. Employer training must address the fall hazards and protection systems used in the actual work area and applicable industry standard.

What is inside this packet

- Instructor quick-start and site-specific preparation checklist
- Slide-by-slide trainer guide with discussion prompts
- Employee handout / key takeaways
- Printable 10-question knowledge check
- Separate answer key and coaching notes
- Attendance record
- Practical / workplace evaluation checklist
- Certificate wording and completion record
- Primary regulatory/source reference

Run a strong session without overcomplicating it.

1. PREPARE	Review the deck and packet. Insert your procedures, equipment, routes, photos, emergency contacts and site rules.
2. PRESENT	Use the PowerPoint/PDF on a screen. Pause for discussion rather than reading every bullet.
3. CHECK	Give the knowledge check. Review missed items and coach to the expected decision.
4. VERIFY	Complete required hands-on or workplace-specific practice/evaluation with an appropriate trainer/evaluator.
5. DOCUMENT	Use the attendance record, evaluation and certificate only after required training elements are complete.

BEFORE EMPLOYEES WORK

General fall-hazard instruction. Employer training must address the fall hazards and protection systems used in the actual work area and applicable industry standard.

Learning objectives

- Recognize common fall exposures and work-at-height hazards
- Differentiate guardrails, travel restraint, personal fall arrest and other systems
- Inspect and use fall-protection equipment correctly
- Understand anchorage, clearance, swing-fall and rescue considerations

1. Recognize the exposure

- Open sides/edges, floor holes, roofs, ladders, scaffolds, lifts and elevated platforms can create fall hazards.
- The required protection depends on work type, height, industry and specific standard.

DISCUSSION PROMPT

Where could this fail here?

2. Prevent before arrest

- Guardrails, covers and other passive protection often prevent exposure.
- Travel restraint keeps a worker from reaching the edge.
- Personal fall arrest is designed to stop a fall after it begins and requires a complete system.

DISCUSSION PROMPT

What control do we use?

3. Personal fall arrest system

- Use compatible full-body harness, connector and approved anchorage/system.
- Consider total fall clearance, free-fall distance and swing-fall exposure.
- Never anchor to an unapproved point.

DISCUSSION PROMPT

What would make you stop?

4. Inspection and fit

- Inspect harness/webbing, D-rings, stitching, snap hooks, lanyards/SRLs and labels before use.
- Adjust harness for correct fit and remove damaged/impact-loaded equipment from service per program/manufacture.

DISCUSSION PROMPT

Where could this fail here?

5. Work practices

- Maintain three points of contact where required, keep walking surfaces clear and protect openings.
- Do not climb on rails or improvise platforms.
- Control tools/materials that could fall on people below.

DISCUSSION PROMPT

What control do we use?

6. Rescue and training

- Plan for prompt rescue before using personal fall arrest.
- Workers need training in the hazards and systems they will use.
- Retraining is needed when changes or performance show the worker lacks understanding/skill.

DISCUSSION PROMPT

What would make you stop?

Stop-work / red-flag conditions

- No clear approved anchorage
- Worker cannot calculate/confirm fall clearance
- Damaged or unlabeled fall-protection equipment
- No rescue plan for a worker who could remain suspended

SCENARIO

A worker ties a lanyard to a nearby pipe because it is “strong enough.” What is wrong?

RECOMMENDED RESPONSE

Fall-protection anchorage must be approved/designed for the system and task; workers cannot improvise anchor points based only on appearance.

Make it site-specific

- Identify actual fall hazards and applicable threshold/standard
- Show approved systems and anchorages
- Demonstrate harness fit, connection and equipment inspection
- Review rescue procedure and dropped-object controls

Fall Protection Fundamentals

KEEP THIS PAGE

Key decisions to remember

Recognize the exposure: Open sides/edges, floor holes, roofs, ladders, scaffolds, lifts and elevated platforms can create fall hazards.

Prevent before arrest: Guardrails, covers and other passive protection often prevent exposure.

Personal fall arrest system: Use compatible full-body harness, connector and approved anchorage/system.

Inspection and fit: Inspect harness/webbing, D-rings, stitching, snap hooks, lanyards/SRLs and labels before use.

Work practices: Maintain three points of contact where required, keep walking surfaces clear and protect openings.

Rescue and training: Plan for prompt rescue before using personal fall arrest.

Stop and get help when...

- No clear approved anchorage
- Worker cannot calculate/confirm fall clearance
- Damaged or unlabeled fall-protection equipment
- No rescue plan for a worker who could remain suspended

Our site-specific information

- ☐ Identify actual fall hazards and applicable threshold/standard
- ☐ Show approved systems and anchorages
- ☐ Demonstrate harness fit, connection and equipment inspection
- ☐ Review rescue procedure and dropped-object controls

Employee notes:

Fall Protection Fundamentals - Knowledge Check

Employee: _____ Date: _____

1. Fall protection should be selected based on:

- ☐ A. The actual hazard, task and applicable standard
- ☐ B. Employee preference only
- ☐ C. The lowest-cost device
- ☐ D. A universal height for all work

2. Travel restraint is intended to:

- ☐ A. Keep a worker from reaching the fall edge
- ☐ B. Arrest a fall after it occurs
- ☐ C. Replace guardrails automatically
- ☐ D. Serve as a rescue system

3. Personal fall arrest requires attention to:

- ☐ A. Anchorage, connectors, harness, clearance and rescue
- ☐ B. Only harness color
- ☐ C. Only lanyard length
- ☐ D. Only shoe type

4. A worker should anchor to:

- ☐ A. An approved anchorage/system for the task
- ☐ B. Any pipe that looks strong
- ☐ C. A handrail without approval
- ☐ D. Another worker

5. Fall-protection equipment should be inspected:

- ☐ A. Before use and as required by the employer/manufacture
- ☐ B. Only after a fall
- ☐ C. Only annually
- ☐ D. Only by the vendor

Score: _____ / 10 Passing requirement / retraining criteria:

6. Damaged or impact-loaded equipment should be:

- ☐ A. Removed from service and handled per program/manufacture
- ☐ B. Used for light duty
- ☐ C. Shared with another worker
- ☐ D. Hidden in storage

7. A rescue plan matters because:

- ☐ A. Suspended workers may need prompt rescue after a fall
- ☐ B. It increases tool storage
- ☐ C. It replaces training
- ☐ D. It eliminates clearance needs

8. Standing on guardrails is:

- ☐ A. Unsafe and not an acceptable way to gain height
- ☐ B. Allowed below 10 feet
- ☐ C. Allowed with safety glasses
- ☐ D. Required for roof work

9. Employees exposed to fall hazards should be trained to:

- ☐ A. Recognize hazards and use the required procedures/systems
- ☐ B. Only sign attendance
- ☐ C. Choose their own anchorages
- ☐ D. Skip inspection after experience

10. This course replaces site-specific fall-protection instruction.

- ☐ A. False
- ☐ B. True

Employee signature: _____

Answer key + coaching notes

- 1. A - The actual hazard, task and applicable standard** | Fall protection should be selected based on:
- 2. A - Keep a worker from reaching the fall edge** | Travel restraint is intended to:
- 3. A - Anchorage, connectors, harness, clearance and rescue** | Personal fall arrest requires attention to:
- 4. A - An approved anchorage/system for the task** | A worker should anchor to:
- 5. A - Before use and as required by the employer/manufacture** | Fall-protection equipment should be inspected:
- 6. A - Removed from service and handled per program/manufacture** | Damaged or impact-loaded equipment should be:
- 7. A - Suspended workers may need prompt rescue after a fall** | A rescue plan matters because:
- 8. A - Unsafe and not an acceptable way to gain height** | Standing on guardrails is:
- 9. A - Recognize hazards and use the required procedures/systems** | Employees exposed to fall hazards should be trained to:
- 10. A - False** | This course replaces site-specific fall-protection instruction.

COACHING RULE

Do not treat a passing written score as proof of hands-on competency. Retrain missed critical concepts and complete workplace-specific verification where required.

Attendance + completion record

Course: Fall Protection Fundamentals

Date: _____ Instructor: _____ Department / Location:

Employee Printed Name	Employee Signature	Job / Department	Date

Site-specific topics / notes:

Can the employee apply it?

Employee: _____ Evaluator: _____ Date: _____

Evaluation Item	Meets	Coach	N/A
Identifies fall hazards	☐	☐	☐
Selects correct protection method	☐	☐	☐
Inspects harness/connectors	☐	☐	☐
Adjusts harness correctly	☐	☐	☐
Connects to approved system	☐	☐	☐
Explains clearance/swing fall	☐	☐	☐
Maintains safe work position	☐	☐	☐
Explains rescue/reporting steps	☐	☐	☐

Comments / coaching:

Result: ☐ Competent for evaluated task (subject to employer authorization) ☐ More training/practice needed

Evaluator signature: _____ Employee signature: _____

CERTIFICATE OF TRAINING

This certifies that

completed the formal / awareness training portion of
Fall Protection Fundamentals

Date: _____ Instructor: _____
Employer / Location: _____

General fall-hazard instruction. Employer training must address the fall hazards and protection systems used in the actual work area and applicable industry standard.

Regulatory / source reference

Primary reference: 29 CFR 1926.503 / applicable walking-working surface rules

<https://www.osha.gov/laws-regs/regulations/standardnumber/1926/1926.503>

Before delivery

- Confirm current OSHA and applicable state-plan requirements
- Confirm manufacturer instructions and employer procedures
- Insert workplace-specific hazards, controls, emergency contacts and rules
- Use competent/qualified trainers or evaluators where required
- Complete practical/workplace training and authorization requirements where applicable
- Retain training records according to employer and regulatory requirements

FINAL REMINDER

General fall-hazard instruction. Employer training must address the fall hazards and protection systems used in the actual work area and applicable industry standard.