



**MCA**  
DETROIT

**Mechanical Contractors Association of Detroit**

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• **HEALTH AND SAFETY DIVISION •**

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## Committee Ground Rules

Open and honest discussion is essential for meaningful health and safety improvement. Psychological safety ensures that members feel comfortable sharing experiences, asking questions, and discussing challenges without fear of judgment, embarrassment, or competitive disadvantage.

All members agree to the following principles:

### 1. Respect the Room

- a. Treat all members as peers and professionals
- b. Allow space for different perspectives and experiences
- c. Avoid interrupting or dismissing others

### 2. No Company Shaming

- a. Discussions focus on systems and lessons learned, not blame
- b. Company names should not be used when discussing incidents unless permission is given
- c. The goal is improvement, not criticism

### 3. Confidentiality

- a. What is shared in the committee stays in the committee unless explicitly stated otherwise
- b. Members may take ideas back to their organizations, but not attribute comments to specific individuals or companies

### 4. Lessons Learned, Not Failures

- a. Frame challenges as learning opportunities
- b. Share what worked, what didn't, and what you would do differently

### 5. Equal Voice

- a. Every member's input is valued, regardless of company size, tenure, or role
- b. New members are encouraged to participate and ask questions

### 6. Constructive Dialogue

- a. Disagreements are acceptable when handled professionally
- b. Focus on problem-solving rather than proving a point

## Facilitator Responsibilities

The meeting facilitator will:

- Reinforce ground rules at meetings as needed
- Encourage participation from all members
- Redirect conversations that become judgmental or off-topic
- Protect the tone and purpose of the committee

## Member Commitment

By participating in the Health & Safety Committee, members commit to upholding these principles to ensure the committee remains a trusted, productive, and supportive environment.