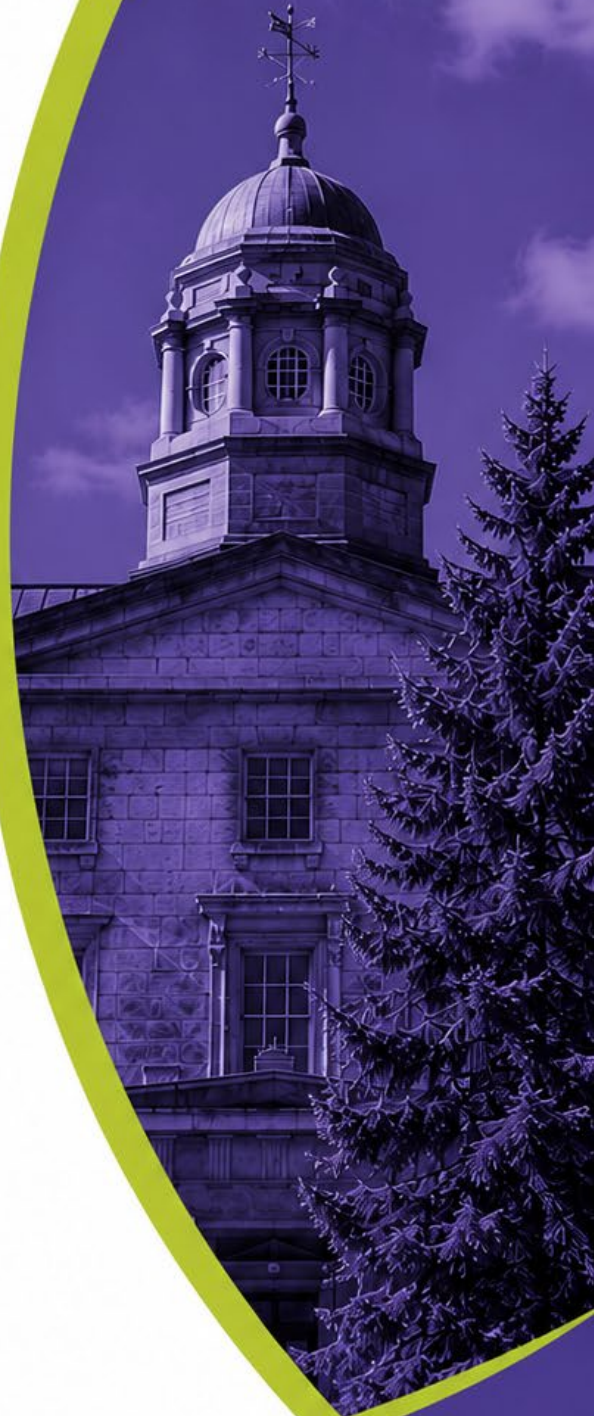




HEALTH & SAFETY SURVEY 2026

RESULTS REPORT



Results

SURVEY INTRODUCTION

Earlier this spring, NASA's Health & Safety Committee invited members to participate in a comprehensive Health & Safety Survey to better understand workplace experiences, identify key concerns, and help shape our advocacy priorities. Thank you to everyone who took the time to share your feedback. Your input is already making a difference!

The survey results have been carefully reviewed by the NASA Executive Board, staff, and Health & Safety Committee. The findings are helping guide discussions with the Employer and will inform the Committee's ongoing efforts to advocate for safer, healthier workplaces across the University.

Several key themes emerged from the survey:

- 79% of respondents feel somewhat or very safe at work.
- 70% believe their immediate supervisor demonstrates a commitment to safety.
- 64% reported feeling emotionally, mentally, or physically exhausted because of work during the past year.
- 53% feel safety is prioritized over productivity, deadlines, and workload pressures.
- 49% participated in an emergency evacuation drill within the last 12 months.
- 42% experienced a psychosocial hazard in the past six months.
- 15% do not report near-misses, incidents, or unsafe situations due to fear of reprisal.

The results make it clear that psychological safety remains a significant concern for many members. Addressing this issue will remain a key priority for NASA as we work with the Employer to create healthier, safer workplaces for everyone.

The Health & Safety Committee is already acting, including launching a new monthly Health & Safety feature in The Buzz, beginning in September 2026.

We will continue to share updates as this work progresses. If you have ideas, concerns, or experiences to share, please contact your LRO or the Health & Safety Committee at hs@nasaunion.ca. Your voice helps strengthen our collective efforts.

EXECUTIVE SUMMARY

The 2026 NASA Health & Safety Survey received 463 responses across a diverse range of employee groups, work environments, and employment types. Overall, the results reflect a workforce that generally understands workplace safety expectations and values safety; however, there are significant concerns regarding psychological safety, reporting culture,

workload pressures, leadership accountability, and confidence in organizational follow-through.

Key Strengths

Survey respondents demonstrated strong foundational awareness of workplace safety:

- Most employees understand their safety responsibilities and know where to seek support or report concerns.
- A majority reported feeling physically safe at work and rated their local safety culture positively.
- Supervisors were generally viewed as supportive of safety initiatives and encouraging of safe work practices.
- Employees reported strong awareness of available wellness and psychological health resources.
- Many employees feel empowered to stop unsafe work and request appropriate PPE or accommodations when needed.

Emerging Risks and Areas of Concern

Despite these strengths, the survey identified several systemic concerns that may undermine long-term organizational safety culture.

Psychological Safety and Workplace Wellbeing

Psychological safety emerged as the most significant recurring theme throughout both quantitative and qualitative responses. While many employees reported feeling comfortable speaking up, a substantial proportion expressed concerns about:

- Fear of reprisal or negative consequences when raising issues
- Bullying, harassment, or inappropriate behaviour
- Workload pressure, burnout, and emotional exhaustion
- Lack of meaningful management response or accountability
- Feeling unsupported or unheard when concerns are raised

Notably:

- 64% reported feeling emotionally, mentally, or physically exhausted due to work in the past year.
- 32% reported feeling isolated or disconnected at work.
- 26% reported experiencing or witnessing discrimination frequently.
- Only 44% believe inappropriate behaviour is addressed effectively.

Qualitative comments consistently emphasized concerns about leadership responsiveness, inconsistent enforcement of expectations, lack of trust in management processes, and insufficient support for psychological health and respectful workplaces.

Reporting Culture and Confidence in Follow-Through

The survey also revealed important gaps in reporting culture and confidence in organizational response:

- One-third of respondents experienced or witnessed a near miss, incident, or unsafe situation in the past year.
- Only 59% of those incidents were formally reported.
- The most common reason for non-reporting was a belief that reporting would not lead to meaningful change.

ARISE, the institution's incident reporting system, was a major theme throughout the feedback:

- Awareness and understanding of ARISE remain inconsistent.
- Many employees do not know how or when to use the system.
- Users frequently described the system as overly complex, difficult to navigate, and poorly aligned with office or psychosocial hazards.
- Respondents repeatedly cited limited feedback, unclear outcomes, and lack of visible corrective action after reports are submitted.

Employees indicated they would be more likely to report concerns if:

- reporting processes were simpler and more accessible,
- management demonstrated visible action,
- psychological safety protections were strengthened, and
- reporting led to transparent follow-up and meaningful change.

Operational and Environmental Concerns

Several operational risks were also identified:

- Staffing shortages, workload pressures, and funding constraints were repeatedly described as barriers to maintaining safe work practices.
- Concerns were raised regarding aging infrastructure, building security, ergonomics, air quality, and exposure to environmental hazards.
- Employees working alone or in public-facing environments expressed concerns regarding personal security, particularly in locations with unrestricted public access.

Additionally:

- 42% reported exposure to psychosocial hazards in the past six months — the highest reported hazard category.
- Only 53% felt safety is prioritized over productivity or workload demands.
- 20% reported feeling pressured to work unsafely to meet operational expectations.

Overall Conclusion

The survey results suggest that while many employees recognize positive efforts related to health and safety, there is a significant gap between formal safety processes and employees' lived experiences — particularly regarding psychological safety, workload pressures, and trust in leadership response.

The findings point to a strong need for:

- greater organizational accountability and visible action,
- improved psychological safety and respectful workplace practices,
- simplified and more accessible reporting processes,
- stronger communication and follow-through on reported concerns,
- enhanced leadership capability in health and safety, and
- renewed focus on staffing, workload management, and employee wellbeing.

Overall, the results indicate that strengthening trust, transparency, and responsiveness will be critical to improving both physical and psychological safety culture across the organization.

DEMOGRAPHICS

- 463 respondents
- 362 Operating and 101 Trust
- 94 in-scope supervisors
- Mix of Regular, Auxiliary, Casual and Supplemental Tradesperson
- Mix of Hybrid, Remote and In-person
- Mix of Office, Lab, Clinic, Field, Vehicle, Trades & Facilities, and Other
- Length of time working for the University varied from less than one year to over 20 years

WORKING ALONE

Of those who indicated that they frequently work alone, the majority feel they are aware of the hazards specific to their role, do not have concerns about their personal safety when working alone, and feel comfortable declining/stopping work if it is unsafe to perform alone.

An area for improvement is boosting their confidence that help would arrive promptly if they needed assistance while working alone.

- 38% indicated that they frequently work alone, with 40% having had a working-alone risk assessment conducted for their role/area
 - 89% feel they are aware of the hazards specific to working alone in their role
 - 23% have concerns about their personal safety when working alone
 - 79% feel comfortable declining/stopping work if it is unsafe to perform alone
 - 57% feel there is a clear procedure for checking in or monitoring their safety when they work alone
 - 49% are confident that help would arrive promptly if they needed assistance while working alone

ACCESSIBILITY & ACCOMMODATIONS

The majority of respondents indicated they feel they can access workplace accommodations when needed and feel safe requesting them. The majority also indicated that safety training and resources are available in the accessible format they require.

An area for improvement is to formalize more accommodation agreements for those who require them.

- 71% feel they can access workplace accommodations when needed to perform their work safely and effectively
- 67% feel safe requesting accommodations/support related to accessibility/health needs
- 67% said the physical environment allows them to work comfortably and safely
- 73% feel safety training and resources are accessible in the formats they need (e.g. plain language, alternate languages, screen-reader compatible, alternate formats)
- 15% identified having a condition that requires an accommodation, 42% identified having a formal accommodation in place
- 5% identified having mobility challenges, with 82% being confident they can safely access emergency exits and follow evacuation plans at their workplace

OVERALL CULTURE & TRAINING

The majority of respondents feel 'somewhat' or 'very' safe in their workplace and that their immediate supervisor demonstrates their commitment to safety through their actions. Most feel comfortable raising safety concerns to management and feel those concerns are taken seriously. However, less than half of the respondents feel that reporting a safety concern leads to meaningful follow-up/change.

The majority are aware of applicable health and safety policies and procedures, who to contact with a safety question/concern, where to access emergency equipment (such as an AED), and are comfortable requesting PPE if needed.

Only about half of respondents feel safety is prioritized over productivity, deadlines, or workload pressures in their workplace, and 20 percent have felt pressured, explicitly or implicitly, to work in a way that felt unsafe to meet work demands.

Areas for improvement include ensuring members feel safety is treated as a core organizational value at the University, that their safety opinions and contributions are valued, that safety is prioritized over productivity, and that no members feel pressured, either explicitly or implicitly, to work in a way that feels unsafe.

- 58% feel safety is treated as a core organizational value
- 79% feel 'somewhat' or 'very' safe in their workplace
- 69% rated the overall safety culture in their area as 'good' or 'excellent'
- 67% feel comfortable raising safety concerns without fear of negative consequences
- 63% feel that management takes safety concerns raised by staff seriously
- 70% feel their immediate supervisor demonstrates their commitment to safety through their actions
- 60% feel they are encouraged to participate and contribute ideas to improve workplace safety in their area
- 54% indicated their safety opinions and contributions to the University are valued by their supervisor/management
- 71% feel they received appropriate safety training during onboarding
- 58% feel the safety training they received reflects the real hazards of their work environment
- 10% feel that a lack of training has affected their sense of safety at work
- 53% feel safety is prioritized over productivity, deadlines, or workload pressures in their workplace
- 20% have felt pressured, explicitly or implicitly, to work in a way that felt unsafe in order to meet work demands

- 43% feel that reporting a safety concern leads to meaningful follow-up/change
- 85% understand their role and responsibilities related to workplace safety
- 79% know who to contact if they have a safety concern/question
- 72% are confident they can quickly locate and access emergency equipment (e.g. fire extinguisher, first aid kit, AED) and protocols in their immediate work area
- 54% feel they can easily access the SOPs required for their work area
- 63% feel the safety equipment, PPE, and safety resources required for their role are readily available, appropriate, and in good working condition
- 74% feel comfortable requesting appropriate PPE when it is needed
- 69% are aware of the relevant health and safety policies and programs that apply to their role
- 62% know where to find health and safety policies, procedures, or supports when they need them
- 65% agree that, overall, the University's health and safety programs support a safe working environment for staff

HAZARDS & REPORTING

The top hazard encountered by respondents (42 percent) was a psychosocial hazard. Of those who personally experienced/witnessed a near miss, incident, or unsafe situation, only just over half were reported.

Areas for improvement include implementing higher-level hazard control measures and increasing awareness and normalization of reporting near misses, incidents, and unsafe situations.

- In the past six months:
 - 20% have encountered a chemical hazard
 - 39% have encountered a physical hazard
 - 19% have encountered a biological hazard
 - 42% have encountered a psychosocial hazard
- In the past 12 months, 33% personally experienced/witnessed a near miss, incident, or unsafe situation
 - 59% were reported
 - Reasons for not reporting were:
 - 46% believed that reporting would not lead to meaningful change
 - 40% didn't think it was serious enough
 - 20% lacked the time

- 17% had a fear of reprisal
- 17% didn't/don't know how to report
- 14% feel the hazards are "a part of the job"
- 6% felt shame/guilt

ARISE

The majority of respondents indicated they understand why incidents and near-misses should be reported, even when no one is injured. Only a quarter of respondents indicated they have, at some point, reported a safety concern in ARISE. Less than half know how to access ARISE, and only a bit over half are even aware of it as the University's incident reporting system. Another quarter indicated they reported via a method other than ARISE.

An alarming 15 percent indicated that they do not report due to fear of reprisal.

Areas for improvement include increasing awareness of how and when to report near-misses and incidents, increasing the user-friendliness of the incident reporting system, and implementing strong consequences for any safety reporting reprisal.

- 63% are aware of ARISE as the University's incident and near-miss reporting system
- 54% know when they are expected to submit a report in ARISE (e.g. injury, near-miss, hazard)
- 49% know how to access ARISE if they need to report a safety concern, incident or near-miss
- 26% have, at some point, reported a safety concern in ARISE. Of these:
 - 45% feel that reporting in ARISE is user-friendly and efficient
 - 57% feel the time required to complete an ARISE report was reasonable
 - 43% feel they received clear feedback and understood the outcome after their ARISE report was submitted
 - 76% feel comfortable submitting a report in ARISE without fear of negative consequences
 - 76% feel their immediate supervisor encourages the reporting of incidents and near-misses
- 89% indicated they understand why incidents and near-misses should be reported, even when no one is injured
- 24% agree that barriers (e.g. time, uncertainty, lack of feedback, etc.) have discouraged them from submitting a report in ARISE
- 15% do not report due to fear of reprisal

- 24% indicated that, in the past year, they have raised a safety concern or reported an incident or near-miss through a method other than ARISE
 - Reasons for reporting outside ARISE:
 - 51% preferred direct communication
 - 28% did not know how to use ARISE
 - 26% felt their concern was too minor
 - 14% felt it requires too much time
 - 11% were concerned about anonymity
 - 9% because of their past experience with ARISE

PSYCHOLOGICAL SAFETY

The majority of respondents feel that if they make a mistake, management and coworkers treat it as a learning opportunity rather than a personal failure; they have a clear understanding of what is expected of them in their role; and management respects boundaries that support their work-life balance. The majority are also aware of the resources available through the University to support their physical and mental wellbeing.

Compared to one year ago, 32 percent indicated their overall wellbeing at work is better while 26 percent said worse. A quarter indicated they have experienced/witnessed discrimination in the workplace as frequently as 'very often' and 13 percent indicated they have experienced/witnessed harassment or objectionable/unwelcomed actions/comments in the workplace as frequently as 'very often'. Less than half feel that inappropriate behaviour is addressed when it occurs.

Less than half indicated they feel they can comfortably complete their assigned workload during their scheduled working hours, and another 14 percent indicated they are expected to respond to emails or work messages outside of their regular working hours. A concerning 64 percent indicated they have felt emotionally, mentally or physically exhausted due to their work in the past year. A third also indicated they have felt isolated/disconnected at work in the past year. Only 47 percent feel they are given adequate opportunities to stay connected with colleagues while working remotely.

The top three psychological health and safety factors most important to NASA members are:

- 1) being treated with respect and dignity at work
- 2) having a manageable workload within regular working hours
- 3) a workplace free from bullying, harassment or intimidation

Psychological safety is an area that needs urgent and serious attention. Areas of improvement include an easy, quick, confidential reporting system for discrimination and harassment complaints, with immediate and appropriate hazard control responses; and

increased opportunities for employees (on-site and remote) to engage meaningfully with colleagues. There also needs to be a swift, concerted, focused, and psychological-safety-informed review of all members' workloads to prevent psychological harm and burnout. There also needs to be serious consequences for those demanding work of our members outside their regular hours.

- 67% feel safe speaking up about work-related concerns and unsafe conditions without fear of reprisal
- 70% feel that if they make a mistake, it is treated by management and coworkers as a learning opportunity rather than a personal failure
- 60% feel they can comfortably complete their assigned workload during their scheduled working hours
- 67% agree that their manager encourages them to take their entitled breaks
- 75% agree that they have a clear understanding of what is expected of them in their role
- 14% said they are expected to respond to emails or work messages outside of their regular working hours
- 72% feel that management respects boundaries that support their work-life balance
- 64% agreed that in the past 12 months, they have felt emotionally, mentally or physically exhausted due to their work
- 44% feel that inappropriate behaviour is addressed when it occurs
- 61% feel that their supervisor/manager supports their psychological health and wellbeing
- 58% would feel safe disclosing a mental health concern with their work unit if needed
- 79% are aware of workplace resources available to support psychological health and wellbeing
- 47% feel they are given adequate opportunities to stay connected with colleagues while working remotely
- 32% indicated they have felt isolated/disconnected at work in the past 12 months
- 8% indicated they have taken a medical leave for reasons related to stress, burnout, or mental health that they feel was influenced by their work environment
- Compared to one year ago, their overall wellbeing at work is
 - 26% said worse
 - 32% said better
 - 41% said about the same
- These are the psychological health and safety factors most important to NASA members in the workplace (top three chosen by each person):
 - 55% said being treated with respect and dignity at work

- 41% said a manageable workload within regular working hours
- 39% said a workplace free from bullying, harassment or intimidation
- 34% said feeling safe speaking up without fear of negative consequences
- 29% said adequate staffing and time to work safely
- 27% said fair and transparent decision-making
- 25% said clear expectations and priorities in their role
- 24% said support from my supervisor when work is stressful
- 21% said having their concerns taken seriously
- 4% said access to resources that support psychological wellbeing
 - 49% feel that the most important factor to them is currently 'well' or 'very well' supported in their workplace
- In the past 12 months,
 - 26% indicated they have experienced/witnessed discrimination in the workplace as frequently as 'very often'
 - 13% indicated they have experienced/witnessed harassment or objectionable/unwelcomed actions/comments in the workplace as frequently as 'very often'
- 79% are aware of the resources available through the University to support their physical and mental wellbeing (e.g. EFAP, psychological health support, addiction treatment, etc.)

MISCELLANEOUS BITS

Most indicated they have the necessary equipment and knowledge to set up their workstation ergonomically. About a quarter are affected by scents, chemicals, or the air quality in the workplace.

Less than half indicated they have participated in an emergency evacuation drill in their primary workspace within the last 12 months.

Areas for improvement include increasing ergonomics education, expanding the number of 'scent-free' zones across worksites, and increasing the frequency of emergency evacuation drills.

- 65% feel they have the necessary equipment and knowledge to set up their workstation ergonomically
- 28% indicated that scents, chemicals, or air quality in their work environment negatively affect their comfort/ability to work safely
- 12% indicated they participate in the fieldwork season as either a driver, passenger or both

- 49% have participated in an emergency evacuation drill in their primary workspace within the last 12 months