

# SFMTA Policy

## Safety Management Statement



Safety is foundational to the work of the San Francisco Municipal Transportation Agency (SFMTA) and is the agency's most important priority. There is no greater need than to ensure the safety of the transportation system's customers, employees, vendors and contractors. This means that safety takes precedence in decision making over all other considerations.

The SFMTA must continuously work to create a safer transportation experience. We will do this by continuing to reduce safety events, by addressing vulnerabilities and areas of improvement, implementing safety programs, training employees on how to carry out these programs and collaborating with our partners within the City and County of San Francisco. To achieve these goals, the SFMTA has adopted the Safety Management System.

Under the Safety Management System, all levels of management and all employees are accountable for delivering and sustaining the highest level of safety performance. This starts with the Director of Transportation, who has ultimate accountability. The Public Transportation Agency Safety Plan (Agency Safety Plan), attached, describes the methods by which we can achieve and sustain an optimal level of safety. It will be the means by which we integrate the Safety Management System into San Francisco's entire transportation system.

The Agency Safety Plan integrates the four components of the Safety Management System (Safety Management Policy, Safety Risk Management, Safety Assurance and Safety Promotion) to lay the foundation of SFMTA's Safety Culture.

A key to the success of the Agency Safety Plan is for employees to be aware that they are accountable for meeting the safety requirements of their positions. Everyone is responsible for safety. Beyond this, its success depends on all employees actively feeling empowered to identify potential safety hazards, taking into consideration safety unto others as to oneself.

All employees have an obligation to report potential safety hazards. The Safety Division has established the Employee Safety Reporting System, which employees can use to voice their safety concerns anonymously, if they want to remain anonymous. All employees, including those who work in our facilities and customer-facing employees, will be responsible for using this reporting tool. No action will be taken against any employee who communicates a safety condition or concern through the Employee Safety Reporting System. Exceptions include disclosures of illegal acts, gross misconduct or negligence, or a deliberate or willful disregard of SFMTA rules, policies or procedures.

Additionally, the SFMTA has developed a Roadway Worker Protection (RWP) program in accordance with CPUC General Order 175A and FTA part 671. It is SFMTA's policy that roadway workers report any RWP near-misses that occur while working on the right-of-way.

The Safety Division, led by the Chief Safety Officer, is responsible for developing, administering and overseeing a comprehensive Safety Management System as laid out in the Agency Safety

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Plan. The Agency Safety Plan describes specific objectives, programs and activities to prevent, control and resolve unsafe conditions/hazards that may occur during the operation of the transportation system. The Safety Division will provide feedback on projects from the conceptual stage through the design, procurement, construction and operational stages.

The safety objectives and safety performance targets/measures included in the SFMTA's Agency Safety Plan are consistent with the National Public Transportation Safety Plan and fulfill the requirements of 49 Code of Federal Regulations (CFR) Part 673 and Part 674, which is the authority that establishes this Public Transportation Agency Safety Plan.

Our decisions and actions often affect the safety of our employees, our customers, the public and our contractors. By following the processes described in the Agency Safety Plan, we will be able to continue to improve overall performance and safety. The SFMTA's Board of Directors and Executive Leadership Team are committed to fully implementing this Agency Safety Plan through their leadership and by assuring the allocation of necessary resources.

*Julie Kirschbaum*

Julie Kirschbaum  
Director of Transportation

November 4, 2025

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Date