



# Closing the Workplace Safety Gap

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Insights From the 2025 Employee Safety Report

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# Creating a Safe Workplace Is Necessary for Long-Term Success

## Employees want better communication from their employers and psychological safety at work.

In our fourth-annual Employee Safety Report, we surveyed more than 2,000 full-time U.S. employees to understand their perceptions of safety and to arm employers with data and insights into how they can better deliver against employees' safety expectations. This year, the survey also included 1,000 full-time U.K. employees to add an international perspective.

*Our research found that workplace safety is a fundamental expectation for employees in both the U.S. and U.K.*

However, many employees report feeling unsafe, with high stress levels, poor communication, and lack of support from leadership contributing to their concerns. While many organizations recognize the importance of safety, significant gaps remain in meeting employee expectations. Additionally, many employees are hesitant to voice safety concerns, and these fears undermine trust and limit organizational progress.

Addressing these challenges and fostering a culture of safety built on trust, communication, and employee support benefit both employees and organizations, creating a more resilient, productive, and empowered workforce.



*of employees report that being physically safe at work is important to them.*



*Note: Throughout the rest of this report, commentary reflects responses from all 3,000+ employees unless specified.*



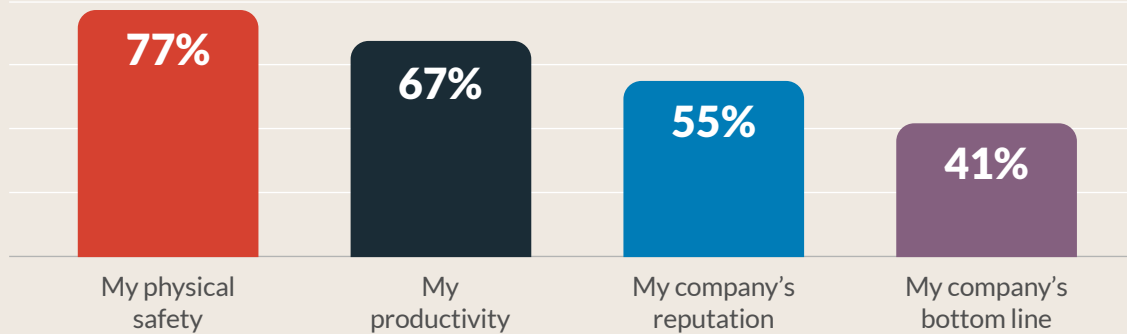
# Workplace Safety Is a Fundamental Expectation

Nearly all employees (96%) report that being physically safe at work is important to them, with **77% ranking it as extremely important**. Significantly more respondents prioritized safety than those who consider their company's reputation (55%) and bottom line (41%) extremely important.

*Women are more likely than men to report that being physically safe at work is extremely important (82% vs. 72%).*

## How important is each of the following to you?

% of employees reporting extreme importance



The U.S. survey results are consistent with the findings from the 2024 and 2023 Employee Safety Reports, which both found that roughly four in five employees considered being physically safe at work extremely important.







# Expectations for Safety Go Beyond Just Physical

Most employees also prioritize a work environment that supports their mental health and psychological safety. The survey describes psychological safety as feeling safe expressing thoughts, ideas, and concerns at work without fear of negative consequences.

**Ninety-five percent of employees consider mental health important**, with 67% ranking it as extremely important. When we asked specifically about how employees value psychological safety at work—a core aspect of mental health—the results were similar, with 96% considering it important and 65% reporting that this is extremely important to them.

*Employees who consider mental health extremely important*

Gen Z  
**72%**

Millennial  
**70%**

Gen X  
**65%**

Boomers+  
**61%**

However, not all employees believe these expectations are being met. Fifteen percent of employees feel that their employer ignores mental health safety altogether.



# The Majority of Employees Don't Feel Completely Safe at Work

Four in five employees (81%) have firsthand experience with emergencies and safety incidents at work (83% in the U.K. and 80% in the U.S.). These personal experiences may explain why **many employees are afraid for their personal safety at work**. And as employees' fears increase, so do their expectations of their employers.



**1 in 4 employees (26%)** admit their workplace safety fears have skyrocketed within the last few years.



**1 in 4 employees (26%)** say something about their job makes them afraid.



**More than half (56%)** admit they don't feel completely safe at work.



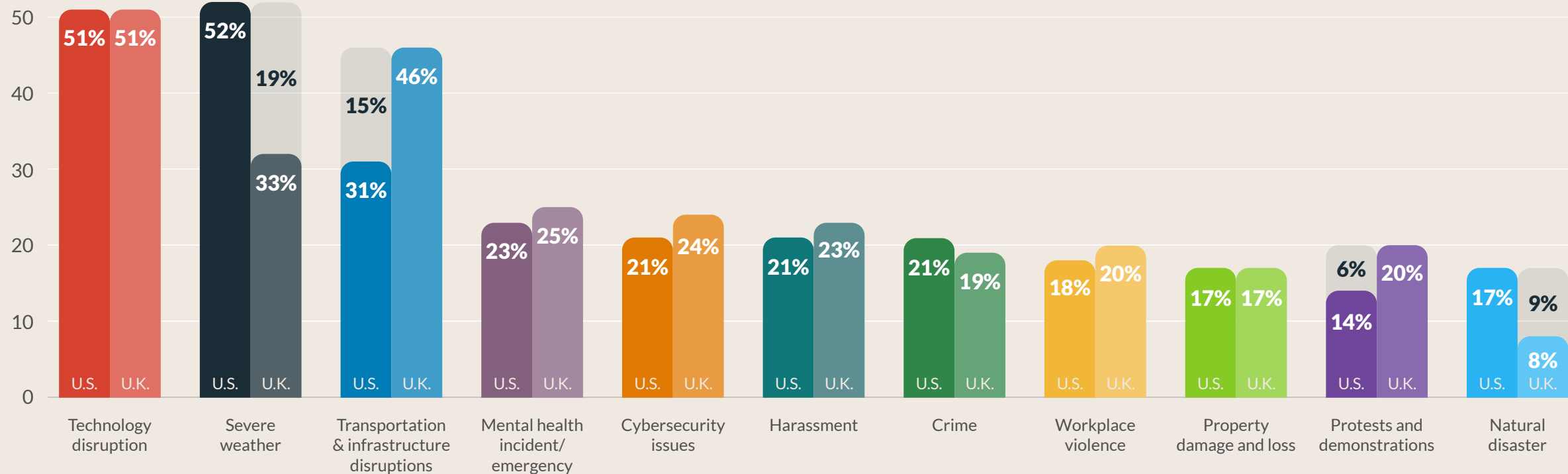
**Half of employees (51%)** report that their expectations for safety have increased in recent years.





## Which of the following emergency scenarios have you experienced while working?

% of employees (n=3,022)



**More than one in four healthcare employees in the U.S. and nearly one in three in the U.K. have experienced workplace violence and harassment at work.**

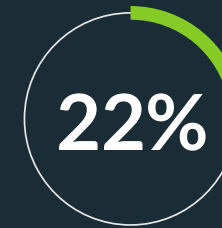
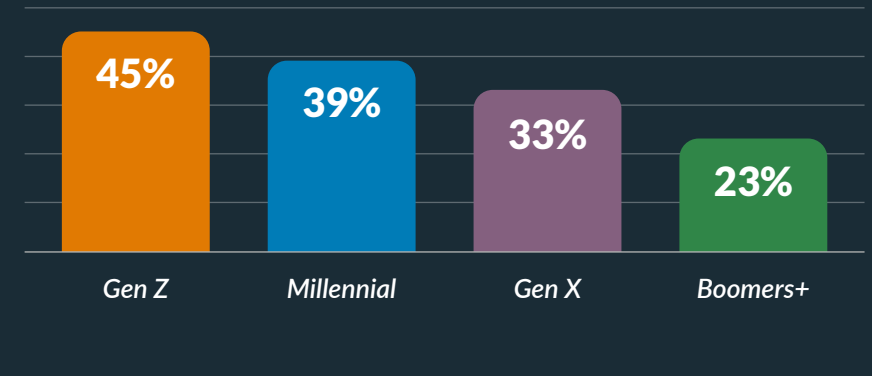


# Many Employees Are Not Prepared for an Emergency at Work

Despite the significant rate of experience with emergencies at work, more than a third of employees (35%) don't feel prepared to manage these events. Certain employee segments reported feeling unprepared at higher rates. We found that age is a significant factor, as well as general feelings of safety at work.

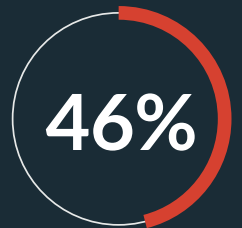


*Employees who say they don't feel prepared for an emergency at work*



Employees who feel completely safe at work and feel unprepared for an emergency

vs.



Employees who **don't** feel completely safe and feel unprepared for an emergency

# Safety Is a Cross-Cultural Priority for Employees

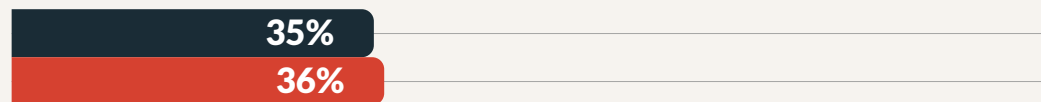
With the addition of a U.K. sample in this year's report, we sought to better understand how employees outside the U.S. view the current state of employee safety.

## Common threads between U.S. and U.K. responses

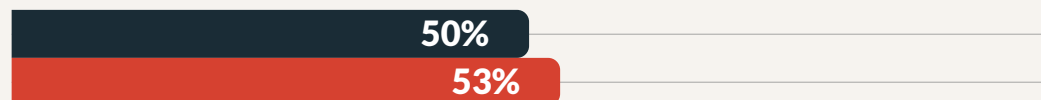
Nearly all U.S. and U.K. employees rank physical safety at work as a top priority.



More than a third of both groups feel unprepared to handle an emergency at work.



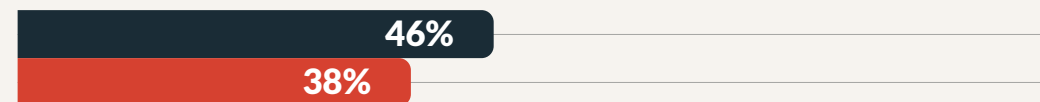
1 in 2 employees from both regions say their expectations for workplace safety have increased in recent years.



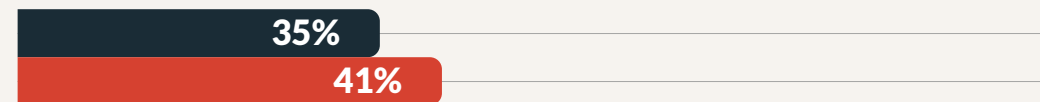
## Differences between U.S. and U.K. responses

■ U.S. ■ U.K.

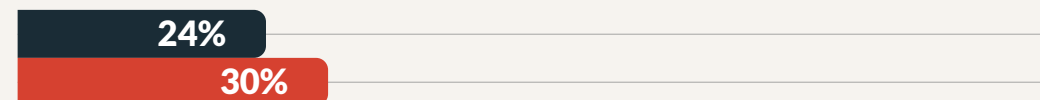
U.K. employees were less likely to trust their employers completely.



U.K. employees were slightly more likely to have reported a safety issue at work.



U.K. employees were slightly more likely to say that something about their job makes them afraid.



*These findings demonstrate a cohesive employee perspective on the importance of workplace safety that transcends borders. By building on these commonalities, organizations with global facilities can strengthen their safety initiatives and foster a stronger sense of security among employees, regardless of location.*



# Employers Fall Short of Employee Expectations

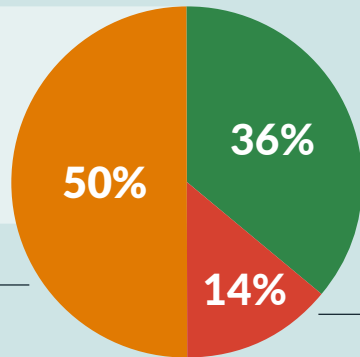
Many employees believe that their employer doesn't echo their same expectations of safety at work. Only three in five employees (63%) believe their employer considers their physical safety at work extremely important. Instead, more employees believe their employer prioritizes company reputation (75%), bottom line (68%), and employee productivity (68%) over safety.

**This perceived disconnect in priorities leaves many employees feeling that their organization is only meeting industry standards at best rather than leading the way.**



*How would you rate your employer's approach to workplace safety?*

**IN THE MIDDLE**  
On par with others



**SAFETY PIONEER**  
Leading the way in safety

**SAFETY LAGGARD**  
Behind the curve in safety

**1 in 4** employees (24%) believe their employer is NOT doing all they can to keep them safe.



## How important is each of the following to you? To your employer?

■ To you? ■ To your employer?

% of employees reporting extreme importance (n=3,022)

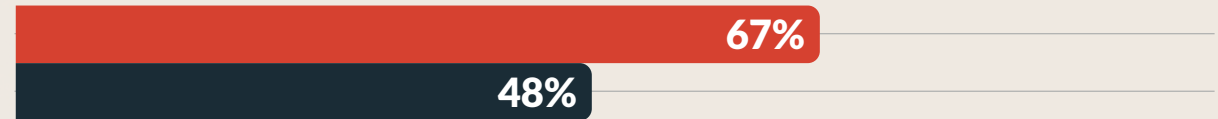
Physical safety



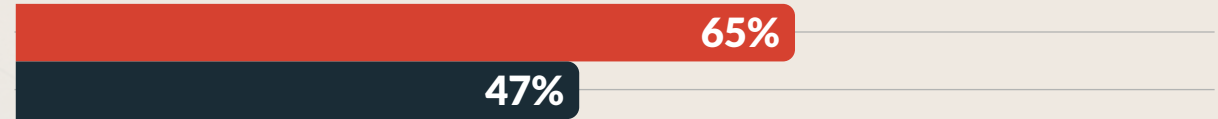
Productivity



Mental health



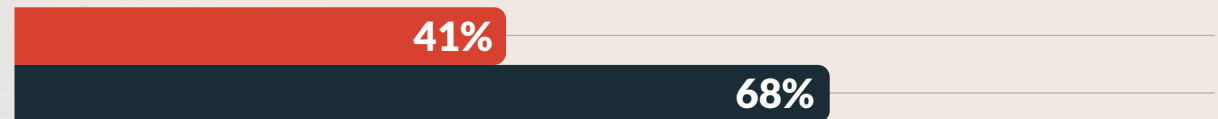
Psychological safety



Company's reputation



Company's bottom line





# Many Companies Maintain a Reputation for Safety

Many employees have positive feelings about the general safety of their organization. **Close to nine out of 10 employees agree that their company has a positive reputation for safety** (86%) and that safety itself is an important part of company culture (85%). Consistent with this, 85% of employees think company leadership promotes a culture of safety.

Safety seems to be a heavy focus at the beginning of employment, as most employees (83%) report that every new employee gets safety training as part of the onboarding process. This early training establishes a positive impression of safety priorities for new employees.

However, for many organizations, there is room for improvement to keep safety at the forefront of the employee experience. Fewer employees strongly agree that there are opportunities to provide input on safety practices and procedures (39%) or that their company regularly tells employees what it is doing to keep employees safe (41%). Less than half (48%) strongly agree that their employer informs them of safety policies and procedures, especially when they've been updated.



*U.S. employees are more likely than U.K. employees to have chances to weigh in on the safety culture at their organization (42% vs. 33%).*



# Employees Are Encouraged to Report Safety Hazards

Many employees praise their organization's safety and hazard reporting. They specifically call out **clear processes, training, and encouragement to report safety concerns.**



84%

*of employees feel that their employer encourages them to report safety concerns.*



81%

*think the process for reporting safety issues is clear and well-communicated.*



81%

*believe they have received adequate training on how to report safety issues.*

*Possibly because of this encouragement and training, around two in five employees have reported a safety issue or concern at work in the past (41% in the U.K. vs. 35% in the U.S.).*



# Employees Still Have Concerns About Safety Reporting



However, just because the process is straightforward and easy to follow doesn't mean employees are ready to voice their concerns. **Many employees worry about the consequences of reporting and question if leadership will prioritize flagged issues.**



**1 in 3 employees (32%)**  
admit they aren't  
comfortable reporting  
safety issues.



**2 in 5 employees (39%)**  
who reported a  
safety issue in the past  
experienced retaliation  
when they did.



**1 in 3 employees (36%)**  
think management  
doesn't take employee  
feedback on safety  
issues seriously.



**1 in 5 employees (20%)**  
say they've been  
discouraged from  
reporting a safety  
issue at work.

Managers were more likely than non-management employees to experience retaliation for reporting safety concerns (42% vs. 33%), and Gen-Z employees were more than twice as likely as older generations to experience retaliation (52% vs. 20%).

# Objections to Safety Reporting Undermine Trust and Progress

Employee fears and beliefs about the consequences of reporting safety hazards further erode trust in the reporting process—and in their employers. Employees who believe management does not take employee feedback seriously were more than twice as likely to report feeling unsafe at work (50% vs. 17%).



*Employees who said they are not comfortable reporting safety concerns are more likely to distrust their employer and be unengaged at work.*

*Of those employees who are not comfortable reporting safety concerns...*

45%

Are **not** completely engaged at work

31%

Are completely engaged at work

47%

Do **not** completely trust their employer

30%

Completely trust their employer



# Stress Is a Leading Factor Making Employees Feel Unsafe at Work

Of employees who don't feel safe at work, nearly half (49%) cite high stress levels as a contributing factor. This highlights how overwhelming pressures can erode both their mental and emotional sense of safety. Additionally, 12% of employees go so far as to report that safety issues are present but not openly acknowledged or addressed.

*U.K. (52%) and U.S. (47%) employees were similarly likely to report that high stress levels made them feel unsafe.*



*High stress can have detrimental effects on employees outside of feelings of safety.*

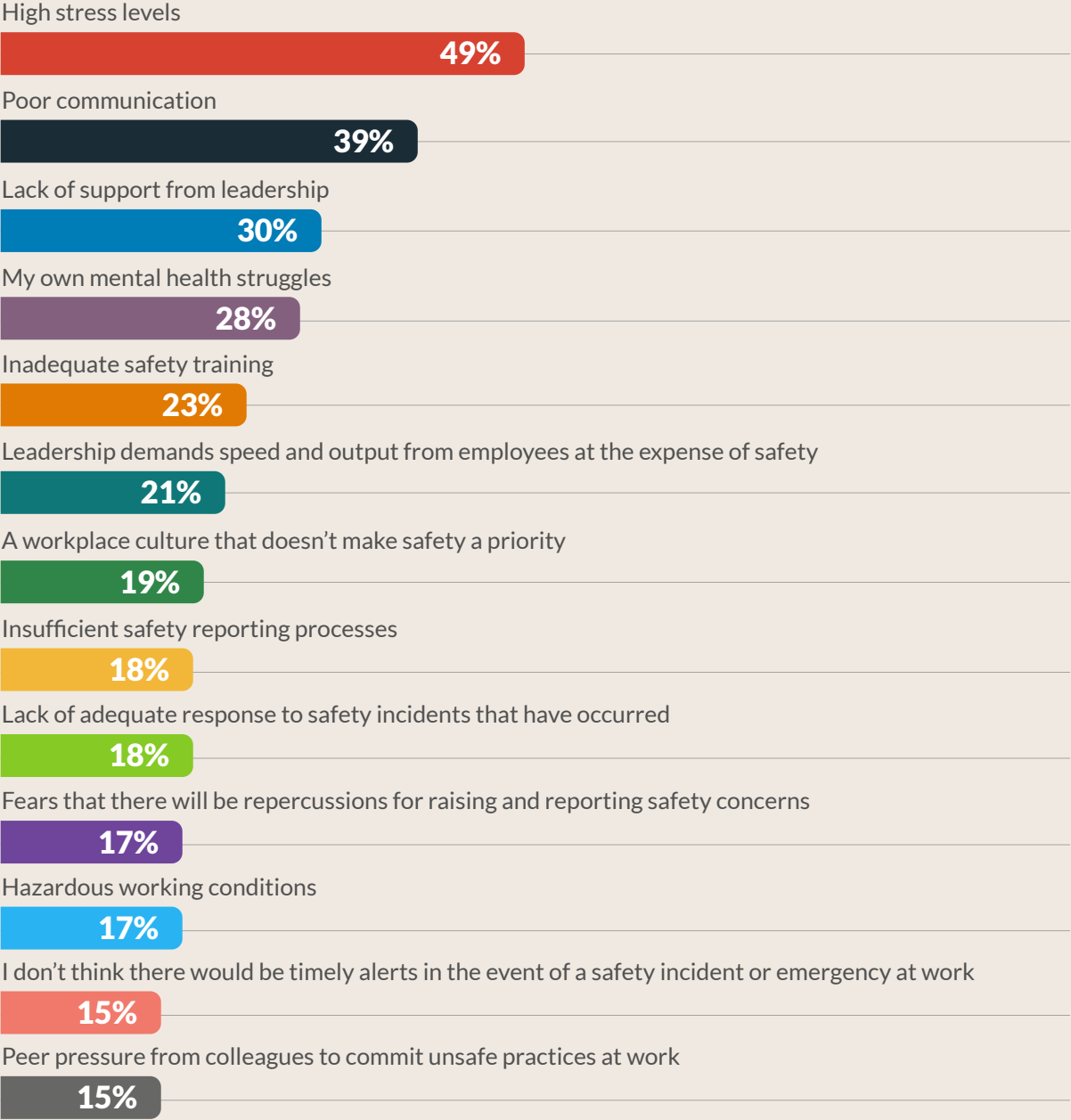
*Employees reporting high stress are*  
**nearly 2X more likely**  
*to feel unprepared to handle an emergency at work.*

**90% of managers**  
*reporting high stress say they are limited in keeping their team safe —*  
**20% higher than**  
*those not reporting high stress.*

*Employees reporting high stress are*  
**3X less likely**  
*to feel psychologically safe at work and 4X less likely to feel like their mental health is supported.*

# Which of the following prevents you from feeling completely safe at work?

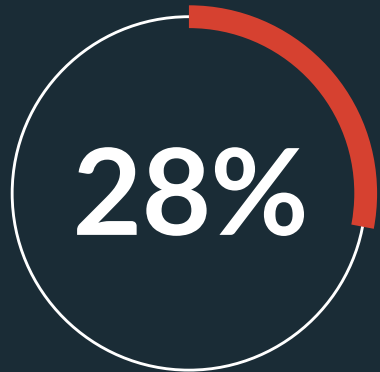
% of employees reporting they don't feel completely safe at work (n=1,687)





# Managers See Progress but Struggle With Limitations

Nearly half of managers (48%) believe their employer has increased efforts to ensure employee safety compared to previous years, a notable contrast to the 34% of non-managers who share this view. Despite their optimism, we found that more than half of managers face significant challenges in keeping their teams safe. U.K. managers are more likely than U.S. managers to feel limited (57% vs. 51%).



*of managers say their workplace safety fears have increased in recent years.*



## Which of the following limits your ability to keep your team safe?

So many of the safety decisions are outside of my control

42%

My team does not work from the same location

34%

There aren't enough safety trainings, drills, and exercises

31%

I feel like I don't have the support I need from my superiors to keep my team safe

25%

I don't have the mental health resources needed to support my team

25%

I haven't received the proper training on how best to keep my team safe

23%

It is not easy to report safety incidents and concerns or provide feedback

23%

I don't have clear instructions from my superiors on how to keep my team safe

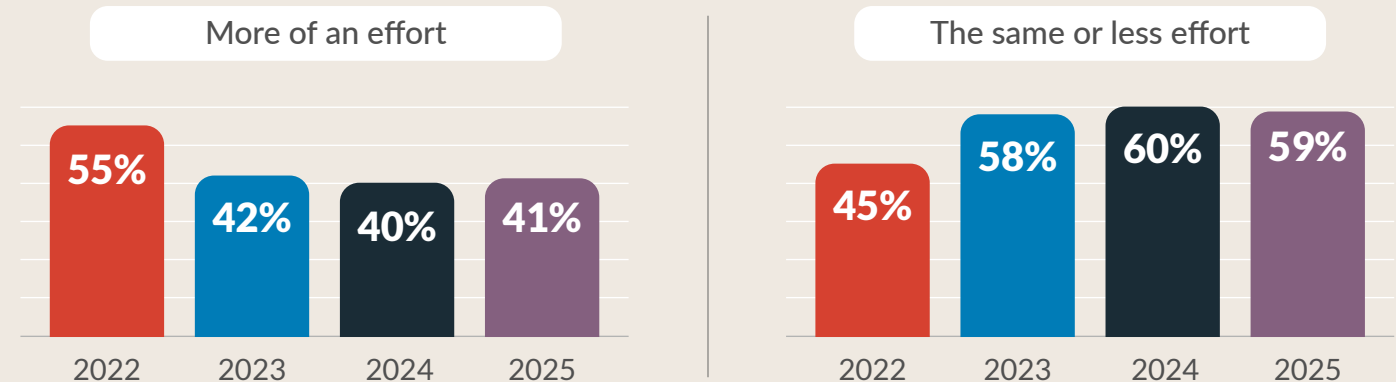
23%



## Employer Efforts Appear to Be Stagnant

In the fourth year of this survey, we saw the continuation of a trend in declining safety efforts. In 2025, 59% of employees don't believe their employer has made more effort over the past year to ensure their safety compared to previous years; it's been the same amount, at best. This is even higher than the average for U.K. employees, 62% of whom reported their employers are not making more effort.

*How do employees perceive their employer's level of safety effort in the past year?*





# Increased Safety Efforts Foster a Sense of Security

When organizations do increase safety efforts, they see clear benefits. Employees who believe their employer has made more of an effort to ensure their safety over the past year are more likely to feel physically, mentally, and psychologically safe at work compared to those who think their organization's efforts have been less or remained the same.



**Employees who see increased organizational safety effort are 40% more likely to completely trust their employer than those who perceive less safety effort.**

# Communication Is Key to Employee Perceptions of Safety

When asked why they don't feel completely safe at work, those employees ranked poor communication (39%) and inadequate safety training (23%) as two top reasons—second only to high stress. In the event of an emergency or safety issue affecting the organization, communication is what employees need the most.



## Which of the following do you need to feel safe and supported?

Clear instructions on what actions I should be taking



Timely updates, including info about the safety event as it unfolds



Follow-up information after the safety event is resolved



Reassurances from leadership throughout the safety event that they are doing all that can be done to keep me safe



Information on available safety resources



Designated contacts that I should reach out to with questions or for more updates







# Timely Communication Is a Must-Have

About three in five employees (56%) report that they need timely updates from their employer to feel safe and supported in the event of an emergency. This communication would include information about a safety event as it unfolds. Additionally, three in five employees (56%) report that they need to receive follow-up information about an emergency once the situation has been addressed to feel safe and supported.

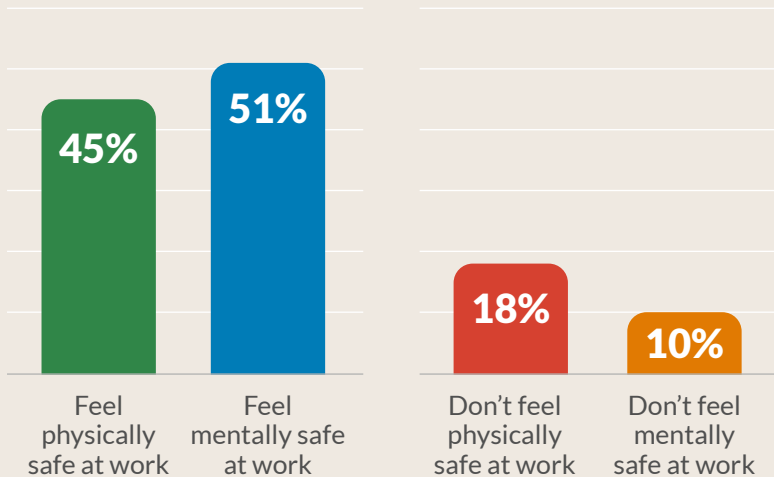
**But avoiding overcommunication is just as important.** More than half of U.K. employees (55%) would like to be contacted only when significant changes to the situation occur, compared to 49% of U.S. employees.



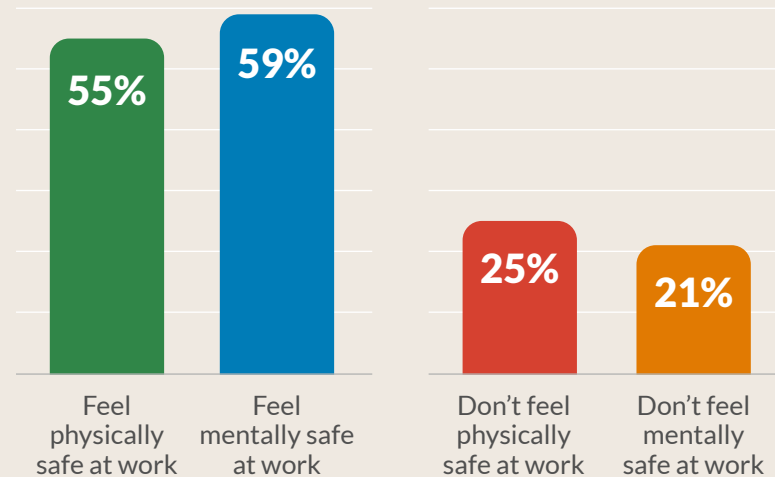
# When Their Workforce Feels Safe, Employers Win

Employees who feel completely safe at work are three times more likely to feel prepared to handle an emergency if they encounter one tomorrow (28% vs. 9%). They are also much more likely to trust their employers and be engaged in their work. **Fostering a workplace where employees feel secure, supported, and valued contributes to a more resilient organization overall.**

## *I completely trust my employer*



## *I am completely engaged at work*





# Key Takeaways

1

## Break down barriers to reporting

Create anonymous and straightforward channels for employees to report safety concerns without fear of retaliation. When employees feel safe speaking up, the organization can address risks proactively and improve overall safety measures.

2

## Integrate mental health support

Weave mental health support into your safety framework by offering resources such as counseling services, stress management training, and access to employee assistance programs. A holistic approach to workplace safety acknowledges that mental well-being is as critical as physical safety to employees and fosters a secure and productive working environment.

3

## Incorporate employee feedback on safety initiatives

Actively seek and integrate employee opinions into safety initiatives to ensure they reflect real-world needs and concerns. Provide opportunities for employees to share their insights during safety audits, training sessions, and debriefs. Incorporating their perspectives builds trust and creates solutions that resonate with the workforce.

4

## Prioritize strategic and timely communication

Implement tools and procedures that ensure critical information reaches everyone quickly and clearly. Establish clear guidelines for how and when updates will be shared, leveraging technology to maintain transparency and minimize confusion in high-pressure situations. Share information only when it's relevant to those employees.

5

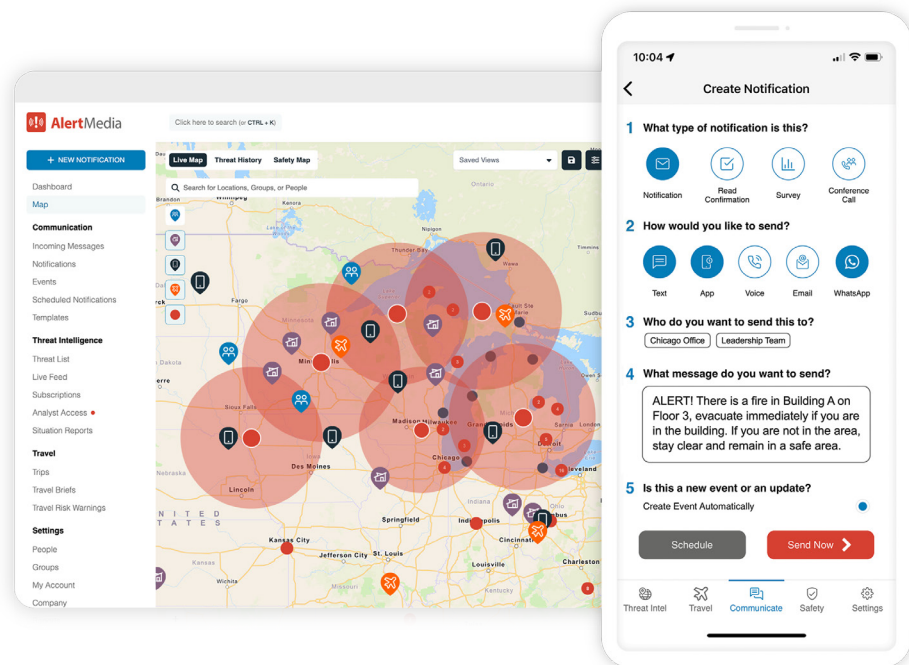
## Build a culture of safety and transparency

Emphasize accountability at all levels of the organization. Celebrate safety milestones, openly address challenges, and ensure leadership models the behaviors and values they expect from employees. A strong culture rooted in safety and openness drives sustained commitment and trust across the workplace and makes employees feel safer.



## Methodology

The AlertMedia Employee Safety survey reached a total of 3,022 full-time-employed respondents—2,022 U.S. respondents ages 18–80 and 1,000 U.K. respondents ages 18–80. The survey was conducted online between November 4, 2024, and November 20, 2024. The study has a margin of error of +/- 1.8%.



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