

- supervision.
- Properly display security badge while within the protected or vital area.
- Use security key card prior to accessing any door or turnstile equipped with a card reader.
- Understand that all individuals, packages, and vehicles on company property are subject to search.
- Always remove the ignition keys from vehicles that are located within the protected area.
- Verify that security doors lock after use; if not remain at the door.
- Maintain positive control of visitors at all time.
- Do not alter security posting or barrier.

## 16. Patrol and Inspections

- Perform patrol/inspection at random intervals and avoid predictable behavior.
- Inspect equipment for evidence or tampering degradation or vulnerability.
- Ensure integrity of physical barriers.
- Implement compensatory measure and corrective actions as necessary.
- Report identified condition and/or issue to supervision promptly.

## 17. Access Control and Search Activities

- Control all points of personnel and vehicle access.
- Search personnel, packages, and vehicles for the presence of contraband and/or prohibited items.
- Deny access to those not in compliance with access authorization or search requirements.
- CICPA to provide over watch of activities and respond, if applicable.

## 18. Alarm and Response Actions

- Establish and maintain detection systems.
- Monitor detection systems for abnormal conditions.
- Initiate a response to investigate all abnormal conditions.
- Maintain agreement with law enforcement agencies.
- Initiate the contingency plan to respond to any unlawful act or radiological sabotage.
- Compensate for damaged or degraded security equipment.

## 19. Threat Assessment

- Investigate all potential nuclear related threats.
- Apply appropriate level of risk logic.
- Disposition the threat as Actual, Credible, Possible, or Non-Credible.
- Initiate appropriate communications and response to threat.

- Implement other response measure as indicate by FANR through orders or advisor.
- Know the continuum of force and when to apply it.
- Understand the deadly force policy and when to apply it.
- Periodically scan your surroundings and maintain situational awareness.
- Acknowledge all personnel in vicinity of your post.
- Threat assessment and response: Observe, Report, Engage.
- Knowledge of and protection of target sets.
- Implement a protective strategy that integrates a Safety Security Interface to include: Station Operations, Emergency Planning and LLEA support.
- Perform Table Top drills and Force on Force drills to validate and/or defend protective strategy.
- Assess individual tactical skills through conduct of:
  - ✓ Deadly force interviews.
  - ✓ Limited field exercises.
- Tactical qualification course live-fire exercises.
  - ✓ Assess team tactical skills through conduct of force on force drills.

## 20. Key Control

- Assure inventory and accountability of keys.
- Issues keys to authorized personnel only.
- Use work practices that ensure positive control of keys within your possession.
- Immediately report any lost or found or stolen keys to supervision.
- Replace keys and cores when required by the PPP.

## 21. Fitness for Duty (FFD)

- Remain attentive and in an attentive posture.
- Report to your supervisor if you begin to feel fatigued.
- Immediately report the odor of alcohol to your supervisor.
- Ensure awareness of the Fitness For Duty (FFD) program.
- Communicate FFD issues to management.
- Implement and comply with the onsite drug and alcohol testing process.
- Ensure Post Event and For Cause FFD testing is conducted, when applicable.
- Report the use of medications to your supervisor.

## 22. Access Authorization

- Report legal actions to your Supervisor and Access Authorization Security.
- Maintain your trustworthiness and reliability and CICPA Land

- Pass and report any issues to your supervisor that would affect either status.
- Provide comprehensive review of background investigations.
- Conduct and disposition psychological evaluations in a timely manner.
- Adjudicate criminal history information.
- Evaluate and document investigation regarding reported legal actions.
- Coordinate and evaluate the appeal of denied access.
- Strive to efficiently and accurately complete access authorization requirements.

## 23. Turnover

- Use Turnover logs.
- Document and summarize the key activities during the shift for the relieving shift.
- Identify the specific task the relieving shift will perform.
- Identify the status of ongoing activities.
- Provide the status of security system and equipment.
- Review threat level or compensatory measure information (if applicable).
- Review unresolved problems.
- Explain unusual abnormal activities.
- Update the status of security posts.
- Update the status of supporting agencies (CICPA, LLEA).
- Discuss the information, challenge assumptions and ask questions as needed.
- Officially transfer responsibility from shift to shift. Do not leave a post until properly relieved or directed by supervisor.

## 24. Teamwork

- Openly communicate and encourage active participation.
- Invite and respect team member's input and ideas.
- Foster a questioning attitude.
- Share and apply personal lessons learned and industry OE.
- Address issues with data and/or technical rationale.
- Solve problems by involving others.
- Make additional effort to work across cultural barriers.
- Constructively challenge ideas, actions and decisions of team members.
- Use conflict management skills.
- Align to the team's shared goals and objectives.
- Accept actions and complete on time.
- Conduct team critiques; learn and improve.
- Achieve team goals and meet individual expectations.

## 25. Safety and Security Interface

- Promote and Support a Safety Conscious Work Environment (SCWE).
- Participate in and be accountable to work being performed both planned and emergent.
- Ensure public health and safety is achieved through good communication.
- Collaborate and interface with Operations, Emergency Preparedness and Work Management.
- Evaluate changes are for potential adverse impact on Nuclear Safety and effective Security implementation of the site protective strategy.
- Attend work control meetings.
- Preform pre-job walk-downs to verify required support, preparation and equipment staging

## 26. Foreign Material Exclusion (FME)

- Determine specific FME recommendations using field walk-downs.
- Take necessary actions to maintain system and component cleanliness.

## 27. Pursuit of Excellence

- Continuous Improvement.
- Be self-critical.
- Prevent complacency; identify opportunities for improvement.
- Reinforce desired behaviors and correct weaknesses.
- Perform self-assessments and benchmarking.
- Monitor for and take actions on adverse performance trends.
- Identify, document, share and act to improve upon lessons learned.
- Prevent groupthink and poor decisions by using devil's advocacy, gate keeping and a "what-if" mentality.
- Do things right the first time.

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## 1. Reactor Safety

- Recognize and adhere to all regulatory requirements and environmental permits.
- Practice effective decision making consistent with WANO guidelines.
- Understand plant consequences of every action taken.
- Believe instrument response and indication unless proven otherwise.
- Maintain a questioning attitude; ask “why?”
- Raise safety concerns to your supervisor.
- Maintain qualification and proficiency in assigned emergency response role.
- Ensure fire doors are latched after use.

## 2. Industrial Safety

- Be responsible for your own safety.
- Review Lessons Learned and applicable Operating Experience (OE) when planning work.
- Adhere to safety postings and barriers.
- Use the appropriate Personal Protective Equipment (PPE) for work to be performed.
- Ensure equipment is in a safe condition prior to beginning work.
- Know your personal limits both physically and mentally.
- Use installed safety equipment.
- Do not bypass required equipment safeguards.
- Comply with chemical Material Safety Data Sheet (MSDS) requirements.
- Stop and correct unsafe behaviors or conditions.
- Maintain a safe clean work area.
- Be alert for changing conditions.
- Conduct patrols on approved safe routes.
- Keep eyes focused on path (watch where you are going).
- Keep eyes on task (watch what you are doing).
- Report all injuries big or small.

## 3. Weapons Safety

- Always maintain positive control of your duty weapon(s) and ammunition.
- Only load or unload weapons in areas designated for this activity.
- Practice muzzle discipline to ensure a high standard of safety.
- Maintain proficiency and qualifications for assigned weapons.
- Always handle weapons as if they were loaded.
- Ensure that weapons are stored in a safe condition in approved storage areas.

- Comply with the range safety requirements.
- Do not point a weapon at anything you do not plan to shoot, and no warning shots.
- Comply with Force on Force safety requirements.

## 4. Vehicle Safety

- Comply with all motor vehicle regulation and laws.
- Use safety belt while operating a motor vehicle.
- Report any vehicle damage or discrepancies to your supervisor.
- Do no operate any vehicle if there is a safety concern.
- Possess an approved driver's license.
- Demonstrated responsible and safe driving practice at all times.
- Do not eat or drink while driving or, talk or text on telephone.
- Use extreme caution or stop driving to communicate over the two way radio.
- Operate vehicles on surfaces deigned for vehicle traffic and remain on authorized routes during patrols.
- To limit distractions, transport only personnel for work related duties.
- If you become distracted, immediately stop driving.
- Report to your supervisor if you begin to feel fatigued.
- Follow the spotter requirements before backing up.
- Remove keys from unattended vehicles prior to exiting the vehicle, and set the parking brake.

## 5. Radiological Safety

- Ensure you are on the correct Radiological Work Permit (RWP).
- Understand and maintain strict compliances with RWP.
  - ✓ Dosimetry required and body location.
  - ✓ ED Dose alarm set point.
  - ✓ ED dose rate alarm set point.
  - ✓ Know the work area dose rates and contamination levels.
  - ✓ Protective clothing requirements, RP holds and worker actionable steps from RWP.
  - ✓ Know your expected work area dose rates, your accumulated dose and contamination levels and monitor them.
- Adhere to radiological boundaries; do not alter.
- Know the steps to remove protective clothing.
- Practice As Low As Reasonably Achievable (ALARA):
  - ✓ Pre-plan work to minimize time in radiation areas.
  - ✓ Move work to low dose areas if possible.
  - ✓ Use low dose waiting areas – do not loiter.
  - ✓ Use minimum number of workers to safely perform job.
  - ✓ Maximize distance between you and radiation sources.
  - ✓ Avoid hot spots.

- Be proactive in identifying potential dose reduction opportunities.
- Practice good housekeeping.
- Do not alter radiological boundaries and postings.
- Call Radiation protection when in doubt.

## 6. Human Performance (HU)

- Understand and properly use the applicable HU tools for tasks.
- Effectively use Take Two at the job site. Review to ensure conditions are what is to be expected; Contact your supervisor to resolve any issues prior to proceeding with task.
- Use Self-Check/STAR and Point-Touch-Verbalize for component identification and equipment manipulation.
- Use Peer Check (PC) if requested.
- If outside of procedures, parameters or process, then STOP and contact your supervisor.
- Maintain a questioning attitude, STOP if uncertain.
- Identify and eliminate error-likely situations.
- Challenge abnormal indications, conditions or results.
- Use Peer Review where possible.
- Actively monitor and reinforce the use of HU tools.

## 7. Control of Classified Information

- Clearly mark all classified documents.
- Store classified material in approved container.
- Properly package classified material for mailing or transportation.
- Manipulate and transmit classified material only over non-protected lines or standalone systems.
- Do not disclose classified information to unauthorized personnel.
- Copy classified material only on approved copiers (Not connected to LAN and No residual image vulnerability).
- Discuss classified information over approved, protected lines or using approved encryptions or non-secure lines.
- Properly de-classify or destroy classified material as necessary.

## 8. Communication

- Use clear/concise Three-Way Communication during security activities and radio transmissions for providing direction or exchanging critical information.
- Use the Phonetic Alphabet when communicating alphanumeric information.
- Limit unnecessary radio communications.
- Speak clearly and deliberately.
- Practice active listening and check for understanding.

## 9. Procedure Use and Adherence (PU&A)

- Verify correct procedure revision.

- Ensure procedure is appropriate to accomplish desired task.
- Use procedures according to designated level of use.
- Obtain clarification on procedures steps, to ensure understanding, prior to taking action.
- Adhere to procedures as written.
- Stop and revise identified procedure errors prior to continuing use.
- Use Placekeeping. Designate step completion using circle/slash.
- Do not skip steps unless directed by the procedure.
- Re-verify conditions prior to continuing a suspended evolution.
- Take ownership for procedure quality.

## 10. Briefs

- Prepare and review material prior to conducting briefs.
- Use Shift Briefs to cover:
  - ✓ Safety moment and related topics.
  - ✓ Plant status including abnormal plant conditions.
  - ✓ Work in progress that might affect plant safety/security or security systems.
  - ✓ Changes to threat levels.
  - ✓ Changes to protection strategy.
  - ✓ Status of alarm/detection systems.
  - ✓ Emergent information from CICPA/FANR/Local Law Enforcement Agency (LLEA) or other external agency.
  - ✓ Validation that personnel are properly equipped.
  - ✓ Evaluation of oncoming shift for fatigue or fitness for duty (FFD) concerns.
  - ✓ Increased monitoring requirements for adverse conditions.
  - ✓ Important scheduled and in progress work.
- Conduct the appropriate type of Pre-Job Brief (PJB) by considering the task and level of risk associated with it.
- Review Operating Experience (OE).
- Ensure “positive engagement” of all personnel.
- Conduct Post-Job Debriefs to identify follow up actions and lesson learned.

## 11. Accountability

- Own your performance - results and behaviors.
- Report to work on time and fit for duty.
- Maintain safe and professional dress.
- Meet or exceed minimum work hour expectations.
- Expect and be receptive to feedback and coaching.
- Review your work and sign to verify quality and content.
- Keep post areas clean, neat, orderly and professional.
- Demonstrate environmental stewardship in your behaviors and

decision making.

- Provide and seek timely and specific feedback to improve performance.
- Know your development areas and take actions to improve.
- Report problems to your supervisor.
- Verify that your personal working file reflects your performance.
- Ensure you receive routine formal appraisals.

## 12. Integrity and Transparency

- Use independent effort when being tested.
- Speak up and tell people the facts.
- Know what your signature means – read, understand, and agree.
- Always honor your commitments.
- Follow the Nawah rules and standards at all times.
- Be open and honest during investigations.
- Own mistakes made and events incurred; share lessons learned.
- Ask “why?” Raise concerns.

## 13. Condition Reporting and Resolution

- Initiate Condition Reports (CRs) for problems, errors made or found and concerns; notify your supervisor.
- Perform thorough and insightful apparent, common and root cause evaluations.
- Identify and implement timely corrective actions to prevent recurrence.
- Provide prompt feedback on corrective actions to employees who identify problems.
- Verify effectiveness of corrective actions.

## 14. Sense of Urgency and Result Orientated

- Meet goals with accordance with the business plan.
- Manage work through effective scheduling and prioritization.
- Provide quality product and services as promised.
- Focus on results with a bias for action.
- Actively seek out utilized experience from sister stations and industry.
- Report configuration control challenges to Supervision and Operations.

## 15. General Security Requirements

- Maintain security related qualifications.
- Immediately report any changes in your medical status to your supervisor.
- Report the discovery of contraband and prohibited items to