

**All Personnel**

**EMPLOYEE SAFETY**

The Governing Board is committed to maximizing employee safety and believes that safety is every employee's responsibility. Working conditions and equipment shall be maintained in compliance with standards prescribed by federal, state and local laws and regulations.

No employee shall be required or permitted to be in any place of employment which is unsafe or unhealthful. (Labor Code 6402)

The Board expects all employees to use safe work practices and, to the extent possible, correct any unsafe conditions which may occur. If an employee is unable to correct an unsafe condition, he/she shall immediately report the problem to the Superintendent or designee.

The Superintendent or designee shall promote safety and correct any unsafe work practice through education, training and enforcement.

The Superintendent or designee shall establish and implement a written injury and illness prevention program in accordance with law. (Labor Code 6401.7)

*(cf. 3514 - Environmental Safety)*

*(cf. 3514.1 - Hazardous Substances)*

*(cf. 4119.41/4219.41/4319.41 - Employees with Infectious Disease)*

*(cf. 4119.42/4219.42/4319.42 - Infectious Disease Education)*

*(cf. 4158/4258/4358 - Employee Security)*

The Superintendent or designee shall ensure the ready availability of first aid materials at district workplaces and shall make effective provisions, in advance, for prompt medical treatment in the event of an employee's serious injury or illness. (8 CCR 3400)

No employee shall be discharged or discriminated against for making complaints, instituting proceedings or testifying with regard to employee safety or health, or for participating in any occupational health and safety committee established pursuant to Labor Code 6401.7. (Labor Code 6310)

*Legal Reference:*

*EDUCATION CODE*

*32030-32034 Eye safety*

*32225-32226 Communications devices in classrooms*

*32280-32289 School safety plans*

*44984 Required rules for industrial accident and illness leave of absence*

*GOVERNMENT CODE*

*3543.2 Scope of bargaining*

*LABOR CODE*

*3300 Definitions*

*6305 Occupational safety and health standards; special order*

*6310 Retaliation for filing complaint prohibited*

*6400-6413.5 Responsibilities and duties of employers and employees, especially:*

*6401.7 Injury and illness prevention program*

*CODE OF REGULATIONS, TITLE 8*

*3203 Injury and illness prevention program*

*3400 Medical services and first aid*

*5095-5100 Control of noise exposure*

*CODE OF FEDERAL REGULATIONS, TITLE 29*

*1910.95 Noise standards*

## **Board Policy 4157(b)**

*Management Resources:*

*DEPARTMENT OF INDUSTRIAL RELATIONS PUBLICATIONS*

*Guide to Developing Your Workplace Injury and Illness Prevention Program, rev. August 2005*

*WEB SITES*

*California Department of Industrial Relations, Occupational Safety and Health:*

*[http://www.dir.ca.gov/occupational\\_safety.html](http://www.dir.ca.gov/occupational_safety.html)*

*Centers for Disease Control and Prevention: <http://www.cdc.gov>*

*National Hearing Conservation Association: <http://www.hearingconservation.org>*

*National Institute for Occupational Safety and Health: <http://www.cdc.gov/niosh>*

*U.S. Department of Labor, Occupational Safety and Health Administration: <http://www.osha.gov>*

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**WEST SONOMA COUNTY UHSD**  
Sebastopol, California