

PERSONNEL: GENERAL**Employee Safety**

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

(cf. [0450](#) - Comprehensive Safety Plan)

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 their immediate supervisor.

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

(cf. 4117.4 - Dismissal)

(cf. 4118 - Suspension/Disciplinary Action)

(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

The Superintendent or designee shall establish and implement an injury and illness prevention program in accordance with law. (Labor Code [6401.7](#))

(cf. [3514](#) - Environmental Safety)

(cf. [3514.1](#) - Hazardous Substances)

(cf. [3516](#) - Emergencies and Disaster Preparedness Plan)

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

(cf. [4119.42/4219.42/4319.42](#) - Exposure Control Plan for Bloodborne Pathogens)

(cf. 4119.43/4219.43/4319.43 - Universal Precautions)

(cf. 4157.2/4257.2/4357.2 - Ergonomics)

(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

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

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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