

Policy 4357: Employee Safety

Status: DRAFT

Original Adopted Date: 02/02/2021

The Governing Board is committed to maximizing employee safety and believes that workplace safety is the responsibility of every employee. Working conditions and equipment shall comply 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 Superintendent or designee shall promote safety and correct any unsafe work practices through education and enforcement.

All employees are expected to use safe work practices and, to the extent possible, correct any unsafe conditions that may occur. If an employee is unable to correct an unsafe condition, the employee shall immediately report the problem to the Superintendent or designee.

The Superintendent or designee shall establish and implement a written injury and illness prevention program that includes a workplace violence prevention plan and that provides employees with access to such program in accordance with law. (Labor Code 6401.7; 8 CCR 3203)

The Superintendent or designee shall make first aid materials readily available at district workplaces and shall make effective provisions to prepare 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 exercising any right regarding employee safety or health specified in Labor Code 6310, including:

1. Making a report or complaint
2. Instituting proceedings or causing proceedings to be instituted
3. Testifying with regard to employee safety or health
4. Participating in any occupational health and safety committee established pursuant to Labor Code 6401.7
5. Requesting access to injury or illness reports and records
6. Exercising any other right protected by the Occupational Safety and Health Act

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

Description

17 CCR 2508	Reporting of communicable diseases
8 CCR 14000-14316	Occupational injury or illness reports and records
8 CCR 3203	Injury and illness prevention program
8 CCR 3204	Access to employee exposure and medical records
8 CCR 3400	Medical services and first aid
8 CCR 5095-5100	Control of noise exposure
8 CCR 5193	Bloodborne pathogens
Ed. Code 32030-32034	Eye safety
Ed. Code 32225-32226	Communications devices in classrooms

State References

Ed. Code 32280-32289.5
 Ed. Code 44984
 Gov. Code 3543.2
 Lab. Code 1139
 Lab. Code 132a
 Lab. Code 3300
 Lab. Code 6305
 Lab. Code 6310
 Lab. Code 6325
 Lab. Code 6400-6413.5
 Lab. Code 6401.7
 Lab. Code 6401.9

Description

[School safety plans](#)
[Required rules for industrial accident and illness leave](#)
[Scope of representation](#)
[Worker's rights in emergencies](#)
[Workers' compensation; nondiscrimination](#)
[Definition of employer](#)
[Occupational safety and health standards; special order](#)
[Retaliation for filing complaint prohibited](#)
[Prohibition of entry into place of employment](#)
[Responsibilities and duties of employers and employees](#)
[Injury and illness prevention program](#)
[Workplace violence prevention plans](#)

Federal References

17 CFR 2508
 29 CFR 1910.1030
 29 CFR 1910.95
 29 CFR 651-678
 8 CFR 14000-14316
 8 CFR 3204
 8 CFR 5193

Description

Reporting of communicable diseases
[Bloodborne pathogens](#)
[Noise standards](#)
 Occupational safety and health
 Occupational injury or illness reports and records
 Access to employee exposure and medical records
 Bloodborne pathogens

Management Resources References

CA Department of Industrial Relations Publication
 Website
 Website
 Website
 Website
 Website
 Website
 Website

Description

Guide to Developing Your Workplace Injury and Illness Prevention Program, rev. August 2005
[CSBA District and County Office of Education Legal Services](#)
[National Institute for Occupational Safety and Health](#)
[U.S. Department of Labor, Occupational Safety and Health Administration](#)
[California Department of Industrial Relations, Occupational Safety and Health](#)
[National Hearing Conservation Association](#)
[Centers for Disease Control and Prevention](#)
[CSBA](#)

Cross References

0450
 0450
 3514
 3514
 3514.1
 3514.1
 3516

Description

[Comprehensive Safety Plan](#)
[Comprehensive Safety Plan](#)
[Environmental Safety](#)
[Environmental Safety](#)
[Hazardous Substances](#)
[Hazardous Substances](#)
[Emergencies And Disaster Preparedness Plan](#)

Cross References**Description**

3516	Emergencies And Disaster Preparedness Plan
3516.5	Emergency Schedules
3530	Risk Management/Insurance
3530	Risk Management/Insurance
4112.9	Employee Notifications
4112.9-E(1)	Employee Notifications
4118	Dismissal/Suspension/Disciplinary Action
4118	Dismissal/Suspension/Disciplinary Action
4119.41	Employees With Infectious Disease
4119.42	Exposure Control Plan For Bloodborne Pathogens
4119.42	Exposure Control Plan For Bloodborne Pathogens
4119.42-E(1)	Exposure Control Plan For Bloodborne Pathogens
4119.43	Universal Precautions
4119.43	Universal Precautions
4131	Staff Development
4156.2	Awards And Recognition
4158	Employee Security
4158	Employee Security
4161.11	Industrial Accident/Illness Leave
4212.9	Employee Notifications
4212.9-E(1)	Employee Notifications
4218	Dismissal/Suspension/Disciplinary Action
4218	Dismissal/Suspension/Disciplinary Action
4219.41	Employees With Infectious Disease
4219.42	Exposure Control Plan For Bloodborne Pathogens
4219.42	Exposure Control Plan For Bloodborne Pathogens
4219.42-E(1)	Exposure Control Plan For Bloodborne Pathogens
4219.43	Universal Precautions
4219.43	Universal Precautions
4256.2	Awards And Recognition
4258	Employee Security
4258	Employee Security
4261.11	Industrial Accident/Illness Leave
4312.9	Employee Notifications
4312.9-E(1)	Employee Notifications
4319.41	Employees With Infectious Disease
4319.42	Exposure Control Plan For Bloodborne Pathogens
4319.42	Exposure Control Plan For Bloodborne Pathogens
4319.42-E(1)	Exposure Control Plan For Bloodborne Pathogens
4319.43	Universal Precautions

Cross References

4319.43

4331

4356.2

4358

4358

4361.11

5141.22

5141.22

5141.6

5141.6

6142.93

Description[Universal Precautions](#)[Staff Development](#)[Awards And Recognition](#)[Employee Security](#)[Employee Security](#)[Industrial Accident/Illness Leave](#)[Infectious Diseases](#)[Infectious Diseases](#)[School Health Services](#)[School Health Services](#)[Science Instruction](#)