

Policy 4357: Employee Safety

Status: ADOPTED

Original Adopted Date: 06/01/1991 | **Last Revised Date:**
03/01/2024 | **Last Reviewed Date:** 03/01/2024

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

State

17 CCR 2508
8 CCR 14000-14316
8 CCR 3203

Description

Reporting of communicable diseases
Occupational injury or illness reports and records
Injury and illness prevention program

8 CCR 3204
8 CCR 3400
8 CCR 5095-5100
8 CCR 5193
Ed. Code 32030-32034
Ed. Code 32225-32226
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

Federal

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

Management Resources

CA Department of Industrial Relations
Publication
Website
Website
Website

Website

Website
Website
Website

Code

0450
0450
3514
3514
3514.1
3514.1
3516
3516
3516.5
3530
3530
4112.9
4112.9-E(1)
4113.5
4118
4118
4119.41
4119.42
4119.42
4119.42-E(1)
4119.43

Access to employee exposure and medical records
Medical services and first aid
Control of noise exposure
Bloodborne pathogens
Eye safety
Communications devices in classrooms
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

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

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
CSBA
Centers for Disease Control and Prevention

Description

Comprehensive Safety Plan
Comprehensive Safety Plan
Environmental Safety
Environmental Safety
Hazardous Substances
Hazardous Substances
Emergencies And Disaster Preparedness Plan
Emergencies And Disaster Preparedness Plan
Emergency Schedules
Risk Management/Insurance
Risk Management/Insurance
Employee Notifications
Employee Notifications
Working Remotely
Dismissal/Suspension/Disciplinary Action
Dismissal/Suspension/Disciplinary Action
Employees With Infectious Disease
Exposure Control Plan For Bloodborne Pathogens
Exposure Control Plan For Bloodborne Pathogens
Exposure Control Plan For Bloodborne Pathogens
Universal Precautions

4119.43	<u>Universal Precautions</u>
4131	<u>Staff Development</u>
4156.2	<u>Awards And Recognition</u>
4157.1	<u>Work-Related Injuries</u>
4157.2	<u>Ergonomics</u>
4158	<u>Employee Security</u>
4158	<u>Employee Security</u>
4161.11	<u>Industrial Accident/Illness Leave</u>
4212.9	<u>Employee Notifications</u>
4212.9-E(1)	<u>Employee Notifications</u>
4213.5	<u>Working Remotely</u>
4218	<u>Dismissal/Suspension/Disciplinary Action</u>
4218	<u>Dismissal/Suspension/Disciplinary Action</u>
4219.41	<u>Employees With Infectious Disease</u>
4219.42	<u>Exposure Control Plan For Bloodborne Pathogens</u>
4219.42	<u>Exposure Control Plan For Bloodborne Pathogens</u>
4219.42-E(1)	<u>Exposure Control Plan For Bloodborne Pathogens</u>
4219.43	<u>Universal Precautions</u>
4219.43	<u>Universal Precautions</u>
4231	<u>Staff Development</u>
4256.2	<u>Awards And Recognition</u>
4257.1	<u>Work-Related Injuries</u>
4257.2	<u>Ergonomics</u>
4258	<u>Employee Security</u>
4258	<u>Employee Security</u>
4261.11	<u>Industrial Accident/Illness Leave</u>
4312.9	<u>Employee Notifications</u>
4312.9-E(1)	<u>Employee Notifications</u>
4313.5	<u>Working Remotely</u>
4319.41	<u>Employees With Infectious Disease</u>
4319.42	<u>Exposure Control Plan For Bloodborne Pathogens</u>
4319.42	<u>Exposure Control Plan For Bloodborne Pathogens</u>
4319.42-E(1)	<u>Exposure Control Plan For Bloodborne Pathogens</u>
4319.43	<u>Universal Precautions</u>
4319.43	<u>Universal Precautions</u>
4331	<u>Staff Development</u>
4356.2	<u>Awards And Recognition</u>
4357.1	<u>Work-Related Injuries</u>
4357.2	<u>Ergonomics</u>
4358	<u>Employee Security</u>
4358	<u>Employee Security</u>
4361.11	<u>Industrial Accident/Illness Leave</u>
5141.22	<u>Infectious Diseases</u>
5141.22	<u>Infectious Diseases</u>
5141.6	<u>School Health Services</u>
5141.6	<u>School Health Services</u>
6142.93	<u>Science Instruction</u>