

OCCUPATIONAL SAFETY

The Superintendent shall develop an occupational safety program for all district employees with at least the following components:

1. An orientation program for new employees that provides an overview of duties, potential hazards and safeguards, district safety rules, location of fire extinguishers and other safety equipment, and emergency procedures. Employees shall certify in writing that they received orientation training upon completion of such training.
2. Issuance of personal protective safety equipment to employees as the Superintendent deems necessary. Employees required to wear safety equipment shall be instructed that failure to comply may cause the District to impose disciplinary consequences in accordance with policy, law, and, when applicable, the negotiated agreement.
3. Inservice safety training on such topics that the Superintendent deems needed.
4. An occupational risk assessment program, which may include a procedure for identifying and projecting occupational risks associated with proposed equipment purchases and building safety audits.
5. Installation of safety features on district equipment and in district facilities.

Accident Reporting

An employee injured or involved in an accident on the job shall report the injury/accident as soon as practical to his/her immediate supervisor and no later than the deadline in state law unless good cause for a delay in reporting exists. Failure to notify a supervisor about an injury/accident may result in disciplinary action in accordance with policy and law and may, according to law, result in denial of Workforce Safety and Insurance benefits.

Complementing NDSBA Templates (may contain items not adopted by the Board)

- DEAE-AR, Hazardous Substance Communication Program
- DEAE-E, Employee Orientation Checklist

End of Manvel School District #125 Policy DEAE Adopted: 1/13/20