

Regulation 4357 Employee Safety

Status: ADOPTED

Original Adopted Date: 03/1990

Last Revised Date: 06/26/2024

The Superintendent or designee shall provide safety devices and implement safeguards, methods, and processes that are reasonably necessary for the safety and health of employees in the workplace. (Labor Code 6401)

Injury and Illness Prevention Program

The district's injury and illness prevention program shall cover all district employees and all other workers whom the district controls or directs and directly supervises on the job to the extent that the workers are exposed to hazards specific to their worksite and job assignment. The obligation of contractors or other employers who control or direct and supervise their own employees on the job shall not be affected by the district's injury and illness prevention program. (Labor Code 6401.7)

The district's injury and illness prevention program shall include: (Labor Code 6401.7; 8 CCR 3203)

1. The name/position of the person(s) with authority and responsibility for implementing the program.
2. A system for ensuring that employees comply with safe and healthful work practices, which may include, but not be limited to:
 - a. Recognition of employees who follow safe and healthful work practices
 - b. Training and retraining programs
 - c. Disciplinary actions
3. A system for communicating with employees, in a form readily understandable by all employees on matters related to occupational health and safety, including provisions designed to encourage employees to report hazards at the worksite without fear of reprisal. The communications system may include, but not be limited to:
 - a. Meetings
 - b. Training programs
 - c. Posting

- d. Written communications
 - e. A system of anonymous notification by employees about hazards
 - f. A labor/management safety and health committee
4. Procedures for identifying and evaluating workplace hazards, including scheduled periodic inspections to identify unsafe conditions and work practices. Such inspections shall be made:
- a. Whenever new substances, processes, procedures, or equipment that represents a new occupational safety or health hazard is introduced into the workplace
 - b. Whenever the district is made aware of a new or previously unrecognized hazard
5. A procedure for investigating occupational injury or illness.
6. Methods and/or procedures for correcting unsafe or unhealthful conditions, work practices, and work procedures in a timely manner, based on the severity of the hazard, when the hazard is observed or discovered.

When an imminent hazard exists which cannot be immediately abated without endangering employee(s) and/or property, these procedures shall call for the removal of all exposed staff from the area except those necessary to correct the hazardous condition. Employees needed to correct the condition shall be provided necessary safeguards.

7. Provision of training and instruction as follows:
- a. To all new employees
 - b. To all employees given new job assignments for which training has not previously been received
 - c. Whenever new substances, processes, procedures, or equipment is introduced into the workplace and represents a new hazard
 - d. Whenever the district is made aware of a new or previously unrecognized hazard
 - e. To supervisors, to familiarize them with the safety and health hazards to which employees under their immediate direction and control may be exposed

The Superintendent or designee shall provide employees, or their representative designated pursuant to 8 CCR 3203, with either of the following: (8CCR 3203)

- 1. Access to the district's injury and illness prevention program in a reasonable time, place, and manner, but in no event later than five business days after the request for access is received from an employee or a designated representative of the employee

When an employee or designated representative requests a copy of the district's injury and illness prevention program, the Superintendent or designee shall provide the requester a printed copy unless the employee or designated representative agrees to receive an electronic copy.

The Superintendent or designee shall provide one printed copy free of charge. If the employee or designated representative requests additional copies within one year of the previous request and the district's injury and illness prevention program has not been updated with new information since the prior copy was provided, the district may charge reasonable reproduction costs pursuant to 8 CCR 3204 for the additional copies.

2. Unobstructed access to the district's injury and illness prevention program through the district's server or web site, which allows an employee to review, print, and email the current version of the district's injury and illness prevention program

The Superintendent or designee shall communicate the right and procedure to access the district's injury and illness prevention program to all employees. (8 CCR 3203)

Hearing Protection

Whenever employee noise exposure equals or exceeds the standards specified in law, the Superintendent or designee shall implement a hearing conservation program in accordance with state and federal regulations, including, when required, monitoring of sound levels, audiogram evaluation and audiometric testing of affected employees, the provision of hearing protectors, and employee training. (8 CCR 5095-5100; 29 CFR 1910.95)

Eye Safety Devices

Eye safety devices shall be worn by employees whenever they are engaged in or observing an activity involving hazards or hazardous substances likely to cause injury to the eyes. (Education Code 32030-32034)

First Aid and Medical Services

The Superintendent or designee shall ensure the ready availability of medical personnel for advice and consultation on matters of industrial health or injury. Whenever a district facility or district grounds are not in close proximity to an infirmary, clinic, or hospital where all injured employees may be treated, the Superintendent or designee shall ensure that at least one employee is adequately trained to provide first aid. (8 CCR 3400)

The Superintendent or designee shall make adequate first aid materials readily available for employees at every worksite. Such materials shall be approved by a consulting physician and shall be kept in a sanitary and usable condition. The Superintendent or designee shall frequently inspect all first aid materials and replenish them as necessary. (8 CCR 3400)

The Superintendent or designee shall ensure that suitable facilities for quick drenching or flushing of the eyes and body are provided within the work area for immediate emergency use

when the eyes or body or any person may be exposed to injurious corrosive materials. (8 CCR 3400)

To avoid unnecessary delay in medical treatment in the event of an employee's serious injury or illness, the Superintendent or designee shall use one or more of the following: (8 CCR 3400)

1. A communication system for contacting a physician or emergency medical service, such as access to 911 or equivalent telephone system. The communication system or the employees using the system shall have the ability to direct emergency services to the location of the injured or ill employee.
2. Readily accessible and available on-site treatment facilities suitable for treatment of reasonably anticipated injury and illness.
3. Proper equipment for prompt medical transport when transportation of injured or ill employees is necessary and appropriate.

Protection from Communicable Diseases and Infections

The Superintendent or designee shall develop an exposure control plan for bloodborne pathogens that is consistent with the district's injury and illness prevention program. The plan shall include a determination of which job classifications have occupational exposure to blood or other potentially infectious materials; precautions to be implemented, including universal precautions, engineering and work practice controls, and personal protective equipment; availability of the hepatitis B vaccination; provision of information and training to employees; and follow-up actions to be taken if exposure occurs. The district shall ensure that a copy of the exposure control plan is accessible to employees in accordance with law. (8 CCR 5193; 29 CFR 1910.1030)

Strategies to prevent and mitigate the outbreak or spread of infectious diseases shall be followed for diseases that are communicated through airborne transmission, skin-to-skin contact, foodborne transmission, or other casual or non-casual means. Such strategies shall include, but are not limited to, communication and training about the disease(s); campus closures and alternative means of instruction when necessary; preventative measures, such as social distancing, personal protective equipment, temperature checks, and/or any other health screening allowed by law; and cleaning and sanitization of district facilities and equipment.

The Superintendent or designee shall immediately report to the local health officer the presence or suspected presence of any communicable disease. (17 CCR 2508)

03/1990
06/1991
07/1999
11/10/99
6/10
8/10
01/12
06/26/2024

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

17 CCR 2508
8 CCR 14000-14316
8 CCR 3203
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 132a
Lab. Code 3300
Lab. Code 6305
Lab. Code 6310
Lab. Code 6400-6413.5
Lab. Code 6401.7

Description

Reporting of communicable diseases
Occupational injury or illness reports and records
Injury and illness prevention program
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](#)
[Workers' compensation; nondiscrimination](#)
[Definition of employer](#)
[Occupational safety and health standards; special order](#)
[Retaliation for filing complaint prohibited](#)
[Responsibilities and duties of employers and employees](#)
[Injury and illness prevention program](#)

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

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

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 2011
[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](#)

Cross References

Code

0450
0450
0470
3514
3514
3514.1
3514.1

Description

[Comprehensive Safety Plan](#)
[Comprehensive Safety Plan](#)
[COVID-19 Mitigation Plan](#)
[Environmental Safety](#)
[Environmental Safety](#)
[Hazardous Substances](#)
[Hazardous Substances](#)

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|--------------|--|
| 3516 | Emergencies And Disaster Preparedness Plan |
| 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 |
| 4113.5 | Working Remotely |
| 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 |
| 4157.1 | Work-Related Injuries |
| 4157.2 | Ergonomics |
| 4158 | Employee Security |
| 4158 | Employee Security |
| 4161.11 | Industrial Accident/Illness Leave |
| 4212.9 | Employee Notifications |
| 4212.9-E(1) | Employee Notifications |
| 4213.5 | Working Remotely |
| 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 |
| 4231 | Staff Development |
| 4256.2 | Awards And Recognition |
| 4257.1 | Work-Related Injuries |
| 4257.2 | Ergonomics |
| 4258 | Employee Security |
| 4258 | Employee Security |
| 4261.11 | Industrial Accident/Illness Leave |
| 4312.9 | Employee Notifications |
| 4312.9-E(1) | Employee Notifications |
| 4313.5 | Working Remotely |
| 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 |
| 4319.43 | Universal Precautions |
| 4331 | Staff Development |
| 4356.2 | Awards And Recognition |
| 4357.1 | Work-Related Injuries |

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| 4357.2 | Ergonomics |
| 4358 | Employee Security |
| 4358 | Employee Security |
| 4361.11 | Industrial Accident/Illness Leave |
| 5141.22 | Infectious Diseases |
| 5141.22 | Infectious Diseases |
| 5141.6 | School Health Services |
| 5141.6 | School Health Services |
| 6142.93 | Science Instruction |