

**Policy 4157 Employee Safety**

**Status: ADOPTED**

**Original Adopted Date:** 03/1990

**Last Revised Date:** 06/26/2024

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 which 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, and provide 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

03/90  
06/91  
07/99  
11/10/99

**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

**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

**Cross References**

**Code**

0450  
0450

**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](#)

**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 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](#)

**Description**

[Comprehensive Safety Plan](#)  
[Comprehensive Safety Plan](#)

0470	<a href="#">COVID-19 Mitigation Plan</a>
3514	<a href="#">Environmental Safety</a>
3514	<a href="#">Environmental Safety</a>
3514.1	<a href="#">Hazardous Substances</a>
3514.1	<a href="#">Hazardous Substances</a>
3516	<a href="#">Emergencies And Disaster Preparedness Plan</a>
3516	<a href="#">Emergencies And Disaster Preparedness Plan</a>
3516.5	<a href="#">Emergency Schedules</a>
3530	<a href="#">Risk Management/Insurance</a>
3530	<a href="#">Risk Management/Insurance</a>
4112.9	<a href="#">Employee Notifications</a>
4112.9-E(1)	<a href="#">Employee Notifications</a>
4113.5	<a href="#">Working Remotely</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4119.41	<a href="#">Employees With Infectious Disease</a>
4119.42	<a href="#">Exposure Control Plan For Bloodborne Pathogens</a>
4119.42	<a href="#">Exposure Control Plan For Bloodborne Pathogens</a>
4119.42-E(1)	<a href="#">Exposure Control Plan For Bloodborne Pathogens</a>
4119.43	<a href="#">Universal Precautions</a>
4119.43	<a href="#">Universal Precautions</a>
4131	<a href="#">Staff Development</a>
4156.2	<a href="#">Awards And Recognition</a>
4157.1	<a href="#">Work-Related Injuries</a>
4157.2	<a href="#">Ergonomics</a>
4158	<a href="#">Employee Security</a>
4158	<a href="#">Employee Security</a>
4161.11	<a href="#">Industrial Accident/Illness Leave</a>
4212.9	<a href="#">Employee Notifications</a>
4212.9-E(1)	<a href="#">Employee Notifications</a>
4213.5	<a href="#">Working Remotely</a>
4218	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4218	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4219.41	<a href="#">Employees With Infectious Disease</a>
4219.42	<a href="#">Exposure Control Plan For Bloodborne Pathogens</a>
4219.42	<a href="#">Exposure Control Plan For Bloodborne Pathogens</a>
4219.42-E(1)	<a href="#">Exposure Control Plan For Bloodborne Pathogens</a>
4219.43	<a href="#">Universal Precautions</a>
4219.43	<a href="#">Universal Precautions</a>
4231	<a href="#">Staff Development</a>
4256.2	<a href="#">Awards And Recognition</a>
4257.1	<a href="#">Work-Related Injuries</a>
4257.2	<a href="#">Ergonomics</a>
4258	<a href="#">Employee Security</a>
4258	<a href="#">Employee Security</a>
4261.11	<a href="#">Industrial Accident/Illness Leave</a>
4312.9	<a href="#">Employee Notifications</a>
4312.9-E(1)	<a href="#">Employee Notifications</a>
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4331	<a href="#">Staff Development</a>
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4357.1	<a href="#">Work-Related Injuries</a>
4357.2	<a href="#">Ergonomics</a>
4358	<a href="#">Employee Security</a>
4358	<a href="#">Employee Security</a>
4361.11	<a href="#">Industrial Accident/Illness Leave</a>
5141.22	<a href="#">Infectious Diseases</a>
5141.22	<a href="#">Infectious Diseases</a>
5141.6	<a href="#">School Health Services</a>
5141.6	<a href="#">School Health Services</a>
6142.93	<a href="#">Science Instruction</a>