

Liberty Union High School District

Board Policy

Classification: Personnel

Policy No. BP 4157/4257/4357

Page 1 of 5

Effective 5/23/90

Revised 06/18/24

Subject: Employee Safety

The Governing Board is committed to maximizing employee safety and believes that workplace safety is every employee's responsibility. 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 Board expects all employees 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, he/she shall immediately report the problem to the Superintendent or designee.

The Superintendent or designee shall promote safety and correct any unsafe work practices through education and enforcement.

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 access to such a program in accordance with law. (Labor Code 6401.7)

The Superintendent or designee shall ensure the ready availability of first aid materials at district workplaces and shall make effective provisions, in advance, 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

Furthermore, the Board reaffirms that one major goal of the District is the active participation by all employees in accident prevention and their acceptance of a personal responsibility for safety.

Legal Reference:

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

Description

Reporting of communicable diseases

Occupational injury or illness reports and records

Injury and illness prevention program

Liberty Union High School District

Board Policy

Classification: Personnel

Policy No. BP 4157/4257/4357

Page 2 of 5

Effective 5/23/90

Revised 06/18/24

Subject: Employee Safety

State	Description
8 CCR 3204	<u>Access to employee exposure and medical records</u>
8 CCR 3400	<u>Medical services and first aid</u>
8 CCR 5095-5100	<u>Control of noise exposure</u>
8 CCR 5193	<u>Bloodborne pathogens</u>
Ed. Code 32030-32034	<u>Eye safety</u>
Ed. Code 32225-32226	<u>Communications devices in classrooms</u>
Ed. Code 32280-32289.5	<u>School safety plans</u>
Ed. Code 44984	<u>Required rules for industrial accident and illness leave</u>
Gov. Code 3543.2	<u>Scope of representation</u>
Lab. Code 1139	<u>Worker's rights in emergencies</u>
Lab. Code 132a	<u>Workers' compensation; nondiscrimination</u>
Lab. Code 3300	<u>Definition of employer</u>
Lab. Code 6305	<u>Occupational safety and health standards; special order</u>
Lab. Code 6310	<u>Retaliation for filing complaint prohibited</u>
Lab. Code 6325	<u>Prohibition of entry into place of employment</u>
Lab. Code 6400-6413.5	<u>Responsibilities and duties of employers and employees</u>
Lab. Code 6401.7	<u>Injury and illness prevention program</u>
Lab. Code 6401.9	<u>Workplace violence prevention plans</u>
Federal	Description
17 CFR 2508	<u>Reporting of communicable diseases</u>
29 CFR 1910.1030	<u>Bloodborne pathogens</u>
29 CFR 1910.95	<u>Noise standards</u>
29 CFR 651-678	<u>Occupational safety and health</u>
8 CFR 14000-14316	<u>Occupational injury or illness reports and records</u>
8 CFR 3204	<u>Access to employee exposure and medical records</u>
8 CFR 5193	<u>Bloodborne pathogens</u>
Management Resources	Description

Liberty Union High School District

Board Policy

Classification: Personnel

Policy No. BP 4157/4257/4357

Page 3 of 5

Effective 5/23/90

Revised 06/18/24

Subject: Employee Safety

Management Resources	Description
CA Department of Industrial Relations Publication	<u>Guide to Developing Your Workplace Injury and Illness Prevention Program, rev. August 2005</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>National Institute for Occupational Safety and Health</u>
Website	<u>U.S. Department of Labor, Occupational Safety and Health Administration</u>
Website	<u>California Department of Industrial Relations, Occupational Safety and Health</u>
Website	<u>National Hearing Conservation Association</u>
Website	<u>CSBA</u>
Website	<u>Centers for Disease Control and Prevention</u>

Cross References

Code	Description
0450	<u>Comprehensive Safety Plan</u>
0450	<u>Comprehensive Safety Plan</u>
3514	<u>Environmental Safety</u>
3514	<u>Environmental Safety</u>
3514.1	<u>Hazardous Substances</u>
3514.1	<u>Hazardous Substances</u>
3516	<u>Emergencies And Disaster Preparedness Plan</u>
3516	<u>Emergencies And Disaster Preparedness Plan</u>
3516.5	<u>Emergency Schedules</u>
3530	<u>Risk Management/Insurance</u>
3530	<u>Risk Management/Insurance</u>
4112.9	<u>Employee Notifications</u>
4112.9-E(1)	<u>Employee Notifications</u>
4113.5	<u>Working Remotely</u>
4118	<u>Dismissal/Suspension/Disciplinary</u>

Liberty Union High School District

Board Policy

Classification: Personnel

Policy No. BP 4157/4257/4357

Page 4 of 5

Effective 5/23/90

Revised 06/18/24

Subject: Employee Safety

Code	Description
	<u>Action</u>
	<u>Dismissal/Suspension/Disciplinary Action</u>
4118	
4119.41	<u>Employees With Infectious Disease</u>
4119.42	<u>Exposure Control Plan For Bloodborne Pathogens</u>
4119.42	<u>Exposure Control Plan For Bloodborne Pathogens</u>
4119.42-E(1)	<u>Exposure Control Plan For Bloodborne Pathogens</u>
4119.43	<u>Universal Precautions</u>
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>

Liberty Union High School District

Board Policy

Classification: Personnel

Policy No. BP 4157/4257/4357

Page 5 of 5

Effective 5/23/90

Revised 06/18/24

Subject: Employee Safety

Code	Description
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>