

District Policy Manual Natomas Unified School District

Policy 4157 Employee Safety

Status: ADOPTED

Original Adopted Date: 03/1990

Last Revised Date: 06/25/2025

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

03/1990
06/1991
07/1999
11/10/1999
06/2010
01/2012
06/26/2024
06/25/2025

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 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

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
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

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Comprehensive Safety Plan

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5141.6	School Health Services
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