

RANCHO SANTA FE SCHOOL DISTRICT

Board Policies Covering All Employees

Board Policy No. 4010: EMPLOYEE SAFETY AND PROTECTION

- A. The District shall furnish a place of employment which is safe for employees as required by applicable law.

- B. The District shall not require any employee to be in a place of employment which is not safe. No employee shall leave the assigned work station without authorization of the Superintendent or Principal unless there is clearly an emergency. If an employee does leave the assigned work station because of an emergency, the employee will notify promptly the Superintendent or Principal.

- C. All employees have a responsibility to advise the District immediately of any condition which a reasonable person would consider unsafe.

- D. An employee may, when necessary, use reasonable force in the performance of duties in the interests of self-protection. Such force must not exceed that which is needed to repel or protect from bodily injury. An employee also may take reasonable action for the protection of others and for the protection of District, student, or employee property. Under such circumstances, an employee must exercise mature judgment and must act and react in a reasonable and prudent manner.

- E. The District is responsible for the overall development of a comprehensive school safety plan and all District employees will receive training on this plan. (See Board Policy No. 6014 “Civil Defense, Emergencies, and Disaster Preparedness.”)

Legal Reference:

Labor Code sections 6300 *et seq.*, The California Occupational Safety and Health Act of 1973
Education Code sections 32280 – 32289

Date Policy Adopted By The Board: September 6, 1990

Dates Policy Reviewed By The Board: January 13, 2005; December 11, 2008

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