



NEWARK UNIFIED SCHOOL DISTRICT

1. Purpose

The purpose of this Heat Illness Prevention Plan is to safeguard all employees of Newark Unified School District from heat-related illnesses and to ensure full compliance with applicable Cal/OSHA regulations, including Title 8, Sections 3395 and 3396. This plan outlines Newark Unified School District's commitment to maintaining a safe and health-conscious work environment for all staff members.

2. Scope

This plan applies to all employees of Newark Unified School District, encompassing but not limited to instructional staff, maintenance personnel, custodians, transportation staff, and administrative and support personnel. It is designed to address both indoor and outdoor working conditions where heat exposure may pose a health risk.

3. Key Elements of the Plan

3.1 Access to Drinking Water

The district shall ensure that fresh, potable, and cool drinking water is readily available to all employees at no cost. Water stations will be strategically located in proximity to work areas to facilitate easy access. Employees are encouraged to consume at least one quart of water per hour during periods of elevated temperatures.

3.2 Access to Shade and Cool-Down Areas

For outdoor work environments, shade shall be provided when temperatures exceed 80°F. Employees shall be permitted to take a cool-down rest in the shade for a minimum of five minutes as needed. For indoor environments, designated cool-down areas shall be made available when temperatures reach or exceed 82°F.

3.3 High-Heat Procedures (Outdoor Work \geq 95°F and Indoor Work \geq 82°F)

Supervisors shall implement enhanced monitoring protocols during periods of high heat, including:

- Actively observing employees for signs of heat-related distress.
- Encouraging frequent hydration.
- Ensuring reliable communication methods (e.g., radios, mobile phones). ● Utilizing buddy systems or scheduled check-ins to ensure employee well-being.



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3.4 Acclimatization

New or returning employees shall be closely monitored during their initial 14 days of work in high-heat conditions. The district shall implement a gradual exposure strategy to facilitate acclimatization and reduce the risk of heat illness.

3.5 Emergency Response Procedures

Supervisors and designated personnel shall be trained to:

- Identify symptoms of heat illness, including dizziness, confusion, and nausea.
- Initiate emergency medical services by calling 911.
- Administer first aid and arrange transportation to medical facilities, as necessary.
- Maintain clear access routes for emergency responders.

3.6 Training

All employees and supervisors shall receive comprehensive training on:

- Recognition and prevention of heat illness.
- Proper hydration, rest, and shade practices.
- Emergency response protocols.
- The importance of acclimatization.

Training shall be provided in English and any other language understood by the majority of employees.

3.7 Plan Availability

This written Heat Illness Prevention Plan shall be:

- Accessible on the Newark Unified School District's website online.
- Provided to employees and Cal/OSHA upon request.
- Reviewed annually and updated as necessary to reflect changes in regulations or work conditions.

4. Regulatory References

This plan is developed in accordance with the following Cal/OSHA regulations:

- Title 8, Section 3395: Heat Illness Prevention in Outdoor Places of Employment
- Title 8, Section 3396: Heat Illness Prevention in Indoor Places of Employment