

**Board of Trustees  
Douglas County School District**

**OBJECTIVES**

**DISTRICT WORKPLACE SAFETY POLICY**

Douglas County School District has a Workplace Safety Program that will ensure all employees have reasonable training, methods, and procedures to secure a safe and healthful work environment. Douglas County School District's Workplace Safety Program will be maintained as a written safety program in accordance with NRS 618.383 and related Nevada Administrative Code provisions. Maintaining healthful and safe conditions throughout the school district is a responsibility shared by the Board of Trustees, superintendent, management, supervisors, and employees.

Douglas County School District shall establish, implement, and maintain a continuing written workplace safety program that provides safety instruction for employees, identifies and corrects workplace hazards, and, maintain a safety committee with equal employee and employer representation, meeting at a minimum quarterly as required by NAC 618:538-544. The District shall ensure that appropriate protective equipment and required protective clothing are made available so all employees are able to perform work safely.

School buildings, grounds, and equipment will be regularly inspected and maintained in order to prevent accidents or injury to the health of students, employees and other persons while on school property, or participating in district-sponsored activities. Identified hazards will be corrected in a timely manner consistent with applicable occupational safety and health standards.

The District shall promptly report to the Nevada Division of Industrial Relations any work-related fatality within eight (8) hours and any work-related in-patient hospitalization, amputation, or loss of an eye within twenty-four (24) hours, as required by NRS 618.355. The Superintendent or designee shall ensure the District maintains accurate records of work-related injuries and illnesses in compliance with applicable state and federal recordkeeping requirements.

The District shall maintain a written Hazard Communication Program in compliance with NAC 618.539 and applicable federal OSHA standards, including maintenance of Safety Data Sheets (SDS), a chemical inventory, and training for all employees on hazardous substances present in the workplace.

The Superintendent or designee shall at least annually review the Workplace Safety Program and make changes and additions as needed to reflect applicable federal, state, and local safety and health laws, regulations, and best practices.

## Board of Trustees Douglas County School District

## OBJECTIVES

Employees are responsible for following workplace safety rules and procedures, using required protective equipment, promptly reporting hazards, injuries, and unsafe conditions, and participating in required safety training. Failure of employees to abide by the guidelines of the Douglas County School District's Workplace Safety Program may result in disciplinary action up to and including termination, in accordance with applicable district policies, collective bargaining agreements, and law.

Legal References:

NRS 618.383  
NRS 618.375  
NAC 618.538-544  
NRS 618.355  
NRS 616A-616D  
NAC 618.539

Adopted: 11/08/94  
Revised: 01/10/17  
Revised: 05/19/2026