

## **Safety/Injury And Illness Prevention Program**

Safety of the employees and students is a primary concern of the Governing Board, and the Board directs that a safety program be instituted to fulfill this responsibility.

The Safety/Injury and Illness Prevention Program shall be directed toward maintaining safe working conditions and equipment and a safe environment for the students and shall comply with standards prescribed by federal, state and local laws and regulations affecting employees or student safety.

Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety or well-being.

Employees shall be subject to disciplinary action for failure to adhere to these safety policies and regulations.

No employee shall be discharged or discriminated against for making complaints, instituting proceedings or testifying with regard to employee safety or health.

Legal Reference:

### EDUCATION CODE

32001-32066 Safety: public and private institutions

### LABOR CODE

6305 Occupational safety and health standards; special order

6310 Retaliation for filing complaint prohibited

6401.7 Injury prevention programs

6400-6413.5 Responsibilities and duties of employers and employees

### CODE OF REGULATIONS, TITLE 8

3203 Injury and illness prevention program

5095-5100 Control of noise exposure

### CODE OF FEDERAL REGULATIONS, TITLE 29

1910.95 Noise standards

Management Resources:

## CAL/OSHA PUBLICATIONS

Guide to Developing Your Workplace Injury and Illness Prevention Program, revised April 1998

## DHHS PUBLICATIONS

Preventing Occupational Hearing Loss - A Practical Guide, June 1996, Department of Health and Human Services (National Institute for Occupational Safety and Health)

## WEB SITES

OSHA: <http://www.osha.gov>

Cal/OSHA: [http://www.dir.ca.gov/occupational\\_safety.html](http://www.dir.ca.gov/occupational_safety.html)

Centers for Disease Control and Prevention: <http://www.cdc.gov>

National Institute for Occupational Safety and Health: <http://www.cdc.gov/niosh>

National Hearing Conservation Association: <http://www.hearingconservation.org>

## Policy FRESNO UNIFIED SCHOOL DISTRICT

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