

EMPLOYEE INJURY AND ILLNESS PREVENTION PROGRAM

The personal safety and health of each student and employee is a primary concern of the San Dieguito Union High School District Board of Trustees and shall always be a part of and equal to any function of work performed. The objective of the District's injury and illness prevention program is to minimize the number of injuries and illnesses that occur during any school year.

The injury and illness prevention program shall conform with the practices of the California Occupational Safety and Health Act of 1973 and California Administrative Code Title 8 and shall include:

1. A system for ensuring compliance with safe and healthy work practices.
2. A system to communicate with employees on matters relating to occupational safety and health, such as training programs, administration-staff safety committees, postings, written communication, and a method for employees to notify the District of hazardous conditions without fear of reprisal.
3. Procedures for identifying and evaluating work place hazards, including scheduled periodic inspections to identify unsafe conditions and practices.
4. Methods for correcting unsafe or unhealthy conditions or work practices in a timely manner based on the severity of the hazard.
5. Investigating, promptly and thoroughly, every accident to find out what caused it in an attempt to prevent reoccurrence.
6. Developing and utilizing procedures for prompt attention to injuries and medical controls to insure that no injured employee returns to work unless fit to perform their duties.
7. Establishing procedures for the rehabilitation and return to work of injured employees.
8. Designation of the person or persons with authority to implement the program.

The Superintendent is authorized to develop administrative regulations to implement the Employee Injury and Illness Prevention Program.

LEGAL REFERENCE**CALIFORNIA ADMINISTRATIVE CODE, TITLE 8**

300 et seq. Safety Regulations