

SAFETY CONDITIONS OF EMPLOYMENT

The Governing Board is committed to maximizing employee safety and believes that safety is every employee's responsibility. Working conditions and equipment shall be maintained in compliance with standards prescribed by federal, state and local laws and regulations and the provisions of the school district workers' compensation, property and liability insurance programs.

Any abuse of school personnel, assault or battery upon school personnel, or any threat of force or violence directed toward school personnel at any time or place which is related to school activity or school attendance shall be reported by employees to their immediate supervisor. Employees shall complete reports required by the District relating to the violations described herein.

Employees shall be provided coverage under the terms and conditions of the District Workers' Compensation Program and illness leave provision for any injury or illness arising out of or in the course of their employment.

The Board expects all employees to use safe work practices and to correct any unsafe conditions which may occur. If an employee is unable to correct an unsafe condition, he/she shall immediately report the problem to the Superintendent or designee.

The Superintendent or designee shall promote safety and correct any unsafe work practice through education, training and enforcement.

The Superintendent or designee shall establish and implement an effective written injury and illness prevention program in accordance with law.

No employee shall be discharged or discriminated against for making complaints, instituting proceedings or testifying with regard to employee safety or health, or for participating in any occupational health and safety committee established pursuant to Labor Code 6401.7.

LEGAL REFERENCE**EDUCATION CODE**

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
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MANAGEMENT RESOURCES:**CAL/OSHA PUBLICATIONS**

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

WEB SITES

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

Cal/OSHA: <http://www.dir.ca.gov/occuptionalsafety.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>