

**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

**MANAGEMENT RESOURCES:**

CAL/OSHA PUBLICATIONS

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

### WEBSITES

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>