



Chico Unified School District

1163 East Seventh Street, Chico, CA 95928-5999
(530) 891-3000

Board Policy:

#4157

4257

4357

Section: 4000

Personnel

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All Personnel

EMPLOYEE SAFETY

The Board of Education is committed to maximizing employee safety and believes that workplace safety is the responsibility of every employee. Working conditions and equipment shall comply with standards prescribed by federal, state and local laws and regulations.

No employee shall be required or permitted to be in any place of employment which is unsafe or unhealthful. (Labor Code 6402)

The Supervisor shall promote safety and correct any unsafe work practices through education and enforcement.

All employees are expected to use safe work practices and, to the extent possible, correct any unsafe conditions which may occur. If an employee is unable to correct an unsafe condition, the employee shall immediately report the problem to the Superintendent or designee.

The Superintendent or designee shall establish and implement a written injury and illness prevention program that includes a workplace violence prevention plan and that provides employees with access to such program in accordance with law. (Labor Code 6401.7)

The Superintendent or designee shall make first aid materials readily available at district workplaces and shall make effective provisions to prepare for prompt medical treatment in the event of an employee's serious injury or illness. (8 CCR 3400)

No employee shall be discharged or discriminated against for exercising any right regarding employee safety or health specified in Labor Code 6310, including:

1. Making a report or complaint
2. Instituting proceedings or causing proceedings to be instituted
3. Testifying with regard to employee safety or health
4. Participating in any occupational health and safety committee established pursuant to Labor Code 6401.7
5. Requesting access to injury or illness reports and records
6. Exercising any other right protected by the Occupational Safety and Health Act

Policy Reference Disclaimer: *These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy*



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State	Description
17 CCR 2508	<u>Reporting of communicable diseases</u>
8 CCR 14000-14316	<u>Occupational injury or illness reports and records</u>
8 CCR 3203	<u>Injury and illness prevention program</u>
8 CCR 3204	<u>Access to employee exposure and medical records</u>
8 CCR 3400	<u>Medical services and first aid</u>
8 CCR 5095-5100	<u>Control of noise exposure</u>
8 CCR 5193	<u>Bloodborne pathogens</u>
Ed. Code 32030-32034	<u>Eye safety</u>
Ed. Code 32225-32226	<u>Communications devices in classrooms</u>
Ed. Code 32280-32289.5	<u>School safety plans</u>
Ed. Code 44984	<u>Required rules for industrial accident and illness leave</u>
Gov. Code 3543.2	<u>Scope of representation</u>
Lab. Code 1139	<u>Worker's rights in emergencies</u>
Lab. Code 132a	<u>Workers' compensation; nondiscrimination</u>
Lab. Code 3300	<u>Definition of employer</u>
Lab. Code 6305	<u>Occupational safety and health standards; special order</u>
Lab. Code 6310	<u>Retaliation for filing complaint prohibited</u>
Lab. Code 6325	<u>Prohibition of entry into place of employment</u>
Lab. Code 6400-6413.5	<u>Responsibilities and duties of employers and employees</u>
Lab. Code 6401.7	<u>Injury and illness prevention program</u>
Lab. Code 6401.9	<u>Workplace violence prevention plans</u>
Federal	Description
17 CFR 2508	<u>Reporting of communicable diseases</u>
29 CFR 1910.1030	<u>Bloodborne pathogens</u>
29 CFR 1910.95	<u>Noise standards</u>
29 CFR 651-678	<u>Occupational safety and health</u>
8 CFR 14000-14316	<u>Occupational injury or illness reports and records</u>
8 CFR 3204	<u>Access to employee exposure and medical records</u>
8 CFR 5193	<u>Bloodborne pathogens</u>



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Management Resources

Description

CA Department of Industrial Relations Publication	<u>Guide to Developing Your Workplace Injury and Illness Prevention Program, rev. August 2005</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>National Institute for Occupational Safety and Health</u>
Website	<u>U.S. Department of Labor, Occupational Safety and Health Administration</u>
Website	<u>California Department of Industrial Relations, Occupational Safety and Health</u>
Website	<u>National Hearing Conservation Association</u>
Website	<u>CSBA</u>
Website	<u>Centers for Disease Control and Prevention</u>

Cross References

Code

Description

0450	Comprehensive Safety Plan
3514	Environmental Safety
3514.1	Hazardous Substances
3516	Emergencies And Disaster Preparedness Plan
3516.5	Emergency Schedules
3530	Risk Management/Insurance
4112.9	Employee Notifications
4113.5	Working Remotely
4118	Dismissal/Suspension/Disciplinary Action
4119.41	Employees With Infectious Disease
4119.42	Exposure Control Plan For Bloodborne Pathogens
4119.43	Universal Precautions
4131	Staff Development
4156.2	Awards And Recognition
4157.1	Work-Related Injuries
4157.2	Ergonomics
4158	Employee Security
4161.11	Industrial Accident/Illness Leave
4212.9	Employee Notifications
4213.5	Working Remotely
4218	Dismissal/Suspension/Disciplinary Action



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Code	Description
4219.41	<i>Employees With Infectious Disease</i>
4219.42	<i>Exposure Control Plan For Bloodborne Pathogens</i>
4219.43	<i>Universal Precautions</i>
4231	<i>Staff Development</i>
4256.2	<i>Awards And Recognition</i>
4257.1	<i>Work-Related Injuries</i>
4257.2	<i>Ergonomics</i>
4258	<i>Employee Security</i>
4261.11	<i>Industrial Accident/Illness Leave</i>
4312.9	<i>Employee Notifications</i>
4313.5	<i>Working Remotely</i>
4319.41	<i>Employees With Infectious Disease</i>
4319.42	<i>Exposure Control Plan For Bloodborne Pathogens</i>
4319.43	<i>Universal Precautions</i>
4331	<i>Staff Development</i>
4356.2	<i>Awards And Recognition</i>
4357.1	<i>Work-Related Injuries</i>
4357.2	<i>Ergonomics</i>
4358	<i>Employee Security</i>
4361.11	<i>Industrial Accident/Illness Leave</i>
5141.22	<i>Infectious Diseases</i>
5141.6	<i>School Health Services</i>
6142.93	<i>Science Instruction</i>