

Personnel

EMPLOYEE SAFETY

**BP 4157
4257
4357**

The Governing Board 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.

(cf. 0450 - Comprehensive Safety Plan)

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

The Superintendent or designee 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.

(cf. 4118 - Dismissal/Suspension/Disciplinary Action)

(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

The Superintendent or designee shall establish and implement a written injury and illness prevention program, and provide employees with access to such program, in accordance with law. (Labor Code 6401.7; 8 CCR 3203)

(cf. 3514 - Environmental Safety)

(cf. 3514.1 - Hazardous Substances)

(cf. 3516 - Emergencies and Disaster Preparedness Plan)

(cf. 4119.41/4219.41/4319.41 - Employees with Infectious Disease)

(cf. 4119.42/4219.42/4319.42 - Exposure Control Plan for Bloodborne Pathogens)

(cf. 4119.43/4219.43/4319.43 - Universal Precautions)

(cf. 4157.2/4257.2/4357.2 - Ergonomics)

(cf. 4158/4258/4358 - Employee Security)

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:

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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

Legal Reference:

EDUCATION CODE

32030-32034 - *Eye safety*

32225-32226 - *Communications devices in classrooms*

32280-32289.5 - *School safety plans*

44984 - *Required rules for industrial accident and illness leave of absence*

GOVERNMENT CODE

3543.2 - *Scope of bargaining*

LABOR CODE

132a - *Workers' compensation; nondiscrimination*

3300 - *Definitions of employer*

6305 - *Occupational safety and health standards; special order*

6310 - *Retaliation for filing complaint prohibited*

6400-6413.5 - *Responsibilities and duties of employers and employees, especially:*

6401.7 - *Injury and illness prevention program*

CODE OF REGULATIONS, TITLE 8

3203 - *Injury and illness prevention program*

3204 - *Access to employee exposure and medical records*

3400 - *Medical services and first aid*

5095-5100 - *Control of noise exposure*

5193 - *Bloodborne pathogens*

14000-14316 - *Occupational injury or illness reports and records*

CODE OF REGULATIONS, TITLE 17

2508 - *Reporting of communicable diseases*

CODE OF FEDERAL REGULATIONS, TITLE 29

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*651-678 - Occupational safety and health
1910.95 - Occupational noise exposure
1910.1030 - Bloodborne pathogens*

Management Resources:

DEPARTMENT OF INDUSTRIAL RELATIONS PUBLICATIONS

*Guide to Developing Your Workplace Injury and Illness Prevention Program, rev.
August 2011*

WEB SITES

*California Department of Industrial Relations, Occupational Safety and Health:
http://www.dir.ca.gov/occupational_safety.html*

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

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

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

*U.S. Department of Labor, Occupational Safety and Health Administration:
<http://www.osha.gov>*

Policy

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PASADENA UNIFIED SCHOOL DISTRICT

Pasadena, California