Santa Barbara Unified School District
Board Policy

All Personnel

EMPLOYEE SAFETY

The Governing Board is committed to maximizing employee safety and believes that workplace safety is every employee's responsibility. 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 Board expects all employees 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, he/she shall immediately report the problem to the Superintendent or designee.

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

(cf. 4117.4 - Dismissal)
(cf. 4118 - Suspension/Disciplinary Action)
(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

The Superintendent or designee shall establish and implement a written injury and illness prevention program in accordance with law. (Labor Code 6401.7)

(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 ensure the ready availability of first aid materials at district workplaces and shall make effective provisions, in advance, 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 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. (Labor Code 6310)
Legal Reference:

**EDUCATION CODE**
32030-32034   Eye safety
32225-32226   Communications devices in classrooms
32280-32289   School safety plans
44984         Required rules for industrial accident and illness leave of absence

**GOVERNMENT CODE**
3543.2        Scope of bargaining

**LABOR CODE**
3300          Definitions
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
3400          Medical services and first aid
5095-5100     Control of noise exposure

**CODE OF FEDERAL REGULATIONS, TITLE 29**
1910.95       Noise standards

Management Resources:

**DEPARTMENT OF INDUSTRIAL RELATIONS PUBLICATIONS**
Guide to Developing Your Workplace Injury and Illness Prevention Program, rev. August 2005

**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

SANTA BARBARA UNIFIED SCHOOL DISTRICT
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