

## Personnel

### Employee Safety

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.

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.

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)

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.

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Legal Reference: Education Code, Sections 32030-32034; 32225-32226; 32280-32289.5;  
44984  
Government Code, Section 3543.2  
Labor Code, Sections 132; 3300; 6305; 6310; 6400-6413.5; 6401.7  
Code of Regulations, Title 8, Sections 3203; 3204; 3400; 5095-5100;  
5193; 14000-14316  
Code of Federal Regulations, Title 17, Section 2508  
Code of Federal Regulations, Title 29, Sections 651-678; 1910.95;  
1910.1030

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