

INJURY AND ILLNESS PREVENTION PROGRAM

October 2022

Conejo Valley Unified School District



CVUSD

CONEJO VALLEY UNIFIED SCHOOL DISTRICT

Table of Contents

Injury and Illness Prevention Program (IIPP).....	3
Responsibility and Authority	3
Management Responsibilities	3
Supervisor Responsibilities.....	4
Employees Responsibilities.....	4
Employees Rights	4
Maintenance & Operations Responsibilities	5
Compliance	5
Communication.....	5
Record Keeping.....	8
Appendix A – Hazardous/Unsafe Condition Report.....	9
Appendix B –Employee Safety Report.....	10
Appendix C – Reporting Workplace Injuries	11
Appendix D – Sample Worker Training and Instruction Record.....	12
Appendix E – Protective Clothing Reference Chart	13
CODES OF SAFE PRACTICES-ALL JOBS.....	16
OPERATION RULES FOR FORKLIFTS AND UTILITY CARTS.....	16
CODES OF SAFE PRACTICES - CUSTODIAN	15
CODES OF SAFE PRACTICE - MAINTENANCE WORKERS.....	23
CODES OF SAFE PRACTICE - FOOD SERVICE WORKERS	26
CODES OF SAFE PRACTICE - CAMPUS SUPERVISORS	29
CODES OF SAFE PRACTICE - TEACHERS/AIDES	31
ANCILLARY SAFETY PROGRAMS LIST.....	34
Revision Record	35
Periodic Review	35

Injury and Illness Prevention Program (IIPP)

We have established this written Injury and Illness Prevention Program (IIPP) in accordance with Title 8, California Code of Regulations, Section 3203, of the General Industry Safety Orders. All employees are required to comply with our safety and health procedures and practices. This includes employees at every level and in all positions.

This IIPP includes the following elements:

- Responsibility and Authority
- Compliance
- Communication
- Hazard Assessment
- Accident Investigation
- Hazard Correction
- Training and Instruction
- Record Keeping

Responsibility and Authority

The Director of Safety and Risk Management is the designated IIPP Coordinator and has the authority and responsibility for coordinating and maintaining this IIPP.

Serving as the IIPP Coordinator for CVUSD, the Director of Safety and Risk Management is responsible for coordinating and maintaining the following aspects of the safety program:

- Coordinating all risk control activities.
- Maintaining, evaluating, and revising the IIPP
- Providing safety program advice and guidance to the Executive Cabinet, District Directors, Site Administrators, and Supervisors.
- Communicating safety objectives.
- Developing and/or assisting in the development of employee training programs.
- Developing and updating ancillary safety and risk management programs.
- Overseeing the District Safety Advisory Committee.
- Reviewing all accident reports and investigations.
- Serving as liaison between management and outside safety agencies.

Management Responsibilities

CVUSD management has the responsibility for the implementation of this IIPP. District employees with management responsibilities include the Superintendent, the Deputy Superintendent, Assistant Superintendents, Directors, Principals, and Assistant Principals. The District Superintendent has overall responsibility for the implementation of the provisions of the IIPP. Directors, Principals, and Assistant Principals are responsible, where appropriate, for specific elements of the IIPP as follows:

- Managing the injury prevention efforts in their area of responsibility.

- Providing the necessary means of ensuring a safe and healthy work environment for their staff.
- Providing supervisors and employees with safety training and job instruction.
- Managing safety discipline.
- Ensuring compliance with federal, state, and local safety codes. Cal/OSHA safety regulations can be found in CCR Title 8. These regulations can be accessed via the Internet at: <https://www.dir.ca.gov/samples/search/query.htm>
- Conducting investigations of work related accidents.
- Soliciting and addressing employee safety concerns

Supervisor Responsibilities

Supervisors have an integral role within the IIPP. Supervisors are in constant and direct contact with their employees and can greatly influence safety attitudes and practices. It is essential that Supervisors set the example for employees in regards to safety responsibilities. There are several specific responsibilities for Supervisors, as follows:

- Taking any reasonable action necessary to prevent injuries where an immediate danger exists.
- Taking responsibility for safety of all employees under their supervision and for any employee not under their supervision but in the supervisor's work area.
- Taking responsibility for safety of all employees that may be in the work area.
- Providing and maintaining a clean and hazard-free work area.
- Providing safety orientation and job instruction of supervised employees.
- Planning, conducting, and documenting safety evaluations in assigned areas of responsibility.
- Conducting planned safety meetings with employees.
- Conducting safety observations of employee safe work practices.
- Developing and maintaining cooperative safety attitudes in employees through the application of approved methods or preventive and corrective discipline

Employees Responsibilities

Employees are charged with adhering to the IIPP as directed by management. Employees are responsible for:

- Adhering to all safety rules and operating procedures established by the District.
- Wearing appropriate personal protective equipment (PPE) as required and provided by the District.
- Inspecting and maintaining equipment for proper and safe operation.
- Reporting all injuries immediately.
- Encouraging other workers to work in a safe manner.
- Reporting all observed unsafe acts and conditions to their Supervisor.
- Reporting to work in an acceptable condition and not under the influence of alcohol or drugs.

Employees Rights

Employees have several rights with respect to occupational safety. Employees have the right to:

- Safe and healthful working conditions.

- Receive training in general safe work practices and specific training with regard to hazards unique to any job assignment.
- Refuse work that would violate a health and safety standard or order where such violation would pose a real and apparent hazard to their safety or health.

Maintenance & Operations Responsibilities

The CVUSD Maintenance & Operations Department has a critical role in maintaining all sites and facilities in proper and safe condition. The IIPP-related responsibilities of the Maintenance & Operations Department are as follows:

- Responding promptly to maintenance work requests concerning safety related issues. These maintenance requests must be given high priority.
- Procedures in accordance with Cal/OSHA lockout/block out and tag out regulations will be strictly adhered to for locking, blocking, and tagging out unsafe equipment, electrical circuitry, and equipment with moving parts. Lockout/block out and tag out procedures will be used if equipment is in need of repair or is no longer in use.
- All equipment shall be used in a safe manner for which the equipment is intended and in accordance with manufacturers' instructions and recommended rules for safe operation.
- Contracting with outside vendors as necessary to complete repairs that the Maintenance & Operations Department is not trained, equipped, or qualified to conduct.
- Posting required safety related signs as requested by District Management and Site Administrators

Compliance

All employees, including managers and supervisors, are responsible for using safe work practices; following all directives, policies, and procedures; and assisting in maintaining a safe work environment.

The system to ensure all employees comply with these practices may include one or more of the following:

- Informing employees of the requirements within our IIPP in a readily understandable language
- Training employees on general safety policies, rules, and work practices
- Providing employees with the Safety Handbook at the time of hire
- Recognizing employees who perform safe and healthful work practices
- Providing additional training to employees whose safety performance is deficient
- Disciplining employees for failure to comply with safe and healthful work practices. Personnel whose safety record requires follow-up, additional training, or discipline, including discharge, may be identified through a variety of sources (i.e. the maintenance of records, loss run reports, injury investigations, verbal complaints/concerns, etc.).
- Disciplinary action – Employees found violating workplace safety practices or found jeopardizing the safety of any other employee or visitor will be subject to disciplinary action in accordance with District policies and union contracts.
- Supervisory observations – As appropriate, supervisors may conduct observations of work practices for employees under their direct supervision. These observations may be conducted to ensure employee compliance with safe and healthy work practices.

Communication

All managers and supervisors are responsible for communicating with employees about occupational safety and health in a form readily understandable by all employees. Our communication system encourages all employees to inform their managers and supervisors about workplace hazards without fear of reprisal. Employees can anonymously report workplace hazards by:

- Calling or providing a written notification to the Director of Safety and Risk Management and/or your immediate supervisor
- An anonymous reporting form which can be found in Appendix B of the IIPP

Our communication system includes:

- New employee orientation including a discussion of safety and health policies and procedures
- Review of our IIPP
- Safety training programs
- Regularly scheduled safety meetings
- Posted or distributed safety information
- A labor/management safety committee that:
 - Meets regularly, but not less than quarterly
 - Prepares written records of issues discussed at the meetings
 - Reviews summary reports of periodic site inspections
 - Reviews analysis of occupational accidents/incidents
 - May review specific investigations of alleged hazardous conditions
 - Discusses member safety concerns as they pertain to the employees and areas that they represent

Hazard Assessment

Periodic inspections will be conducted to evaluate physical hazards, use of hazardous materials, and safe work practices. The periodic inspections are conducted either by Risk Management and Maintenance Dept. staff or and inspector with the Ventura County Schools Self-Funding Authority (VCSSFA) and commonly scheduled on a frequency of every 1-2 years.

In addition to the periodic inspection schedule, inspections will be conducted as required in the following situations:

- When we initially established our IIPP;
- When new substances, processes, procedures, or equipment that present potential new hazards are introduced into our workplace;
- When new, previously unidentified hazards are recognized;
- When occupational injuries and illnesses occur; and
- Whenever workplace conditions warrant an inspection

Hazard Correction

When unsafe or unhealthy work conditions, practices, or procedures are observed or discovered, they will be corrected in a timely manner based on the severity of the hazard(s). When an imminent hazard exists that cannot be immediately corrected, endangered employees will be removed from the area or the hazard will be sufficiently blocked off and warning signs posted. Employees who are required to correct the hazardous condition will be provided with the necessary protection.

Directors, Principals and Supervisors are to initiate the appropriate corrective action by way of a work order or communication with Maintenance and Operations or Risk Management.

Accident/Incident Investigations

Procedures for investigating workplace accidents and hazardous substance exposures may include:

- Interviewing injured employees and witnesses;
- Examining the workplace for factors associated with the accident/exposure;
- Determining the cause of the accident/exposure;
- Taking corrective action to prevent the accident/exposure from reoccurring; and

After an accident involving an injury or a serious near miss incident, the employee's supervisor with document the investigation by completing the Supervisor's Incident Investigation Report

Injury Reporting Procedures

A work-related injury must be reported by the employee to their supervisor and the employee must document the injury by calling Company Nurse (Appendix C). The nurse will evaluate the employee's need for medical treatment and direct them accordingly.

Eight (8) Hour Reporting Requirement

Every employer shall report immediately (within 8 hours) to the nearest District Office of the Division of Occupational Safety and Health (DOSH or Cal/OSHA) any serious Injury or Illness or death of an employee occurring in a place of employment or in connection with any employment. (California Code of Regulations, Title 8, section 342)

- The injured employee's supervisor is responsible for making this report within 8 hours
- Instructions for reporting are posted on the Safety & Risk Management web page
- [Reporting Serious Injuries to Cal OSHA](#)

Training and Instruction

All employees will participate in safety training on general and job-specific hazards and safe work practices. Each supervisor and manager will be trained on health and safety hazards to which employees under their immediate direction and control are exposed.

In addition to hazard-specific safety training, training will be provided when:

- The IIPP is first established
- New employees are hired
- Employees are reassigned to a new area or task with no prior training
- New substances, operations, or equipment are introduced

Training Resources

- Risk Management will assist in providing health and safety training to employees on a variety of topics. Risk Management will also assist in obtaining outside training assistance.
- Risk Management has access to online safety training, streaming videos, a collection of safety publications, and safety professionals to assist in implementing training programs.

- [Target Solutions Online Training Program](#): Every employee has access to this online training resource.
- The [VCSSFA website](#) has a variety of resources available.

Record Keeping

All the following IIPP documentation is maintained for three years:

- Safety training for each employee, including the employee's name, training dates, type of training, and training providers
- Inspections, including the person(s) conducting the inspection; the unsafe conditions and work practices identified; corrective action, and follow up
- Injury and illness investigations
- Annual program reviews

Note: Per [Title 8, CCR Section 3203](#) we are not required to keep records concerning the steps taken to implement the IIPP. Additionally, per the California Code of Regulations, Title 8 Sections 14300.2 we are not required to keep Cal/OSHA injury or illness records (Cal/OSHA Log 300), unless the government asks us to keep these records.

Appendix A – Hazardous/Unsafe Condition Report

Person conducting inspection: _____ Date: _____

Area(s) inspected:

Were any unsafe conditions or work practices identified? Yes No

If yes, please describe:

What action(s) have been taken to correct the unsafe conditions or work practices identified?

Appendix B –Employee Report of an Unsafe Condition

This form is to be completed when a hazard or dangerous situation has been noted by an employee. This form can be completed anonymously.

Employee		
To: <u>Risk Management</u>		
Date: _____	Name (optional): _____	Dept: _____
Area of concern: _____ (Site, Office, Room, etc.)		
Please print the safety concern in detail: _____ _____ _____		
Has this concern been previously reported to the supervisor? <input type="checkbox"/> Yes <input type="checkbox"/> No		
If No, give this original completed form to Risk Management & a copy to your site.		
Signature (optional): _____		

RETURN THIS COMPLETED FORM TO RISK MANAGEMENT

Risk Management Use Only		
Date received: _____	Received by: _____	
Concerned: <input type="checkbox"/>	Addressed <input type="checkbox"/>	Work Order <input type="checkbox"/> Date: _____

Appendix C – Reporting Workplace Injuries

IN CASE OF WORKPLACE INJURY:
ACCION a seguir en caso de un accidente en el trabajo



1-855-602-5267

▶ AVAILABLE 24 HOURS A DAY

- 1▶** **Injured worker notifies supervisor.**
Empleado lesionado notifica a su supervisor.
- 2▶** **Supervisor / Injured worker immediately calls injury hotline.**
Supervisor / Empleado lesionado llama inmediatamente a la línea de enfermeras/las.
- 3▶** **Company Nurse gathers information over the phone and helps injured worker access appropriate medical treatment.**
Profesional Médico obtiene información por teléfono y asiste al empleado lesionado en localizar el tratamiento médico adecuado.

EMPLOYER NAME (NOMBRE DE COMPAÑIA) SEARCH CODE (CÓDIGO DEL BÚSQUEDA)

Conejo Valley Unified School District	VCS11
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Notice to Employer/Supervisor:

Please post copies of this poster in multiple locations within your worksite. If the injury is non-life threatening, please call Company Nurse prior to seeking treatment. Minor injuries should be reported prior to leaving the job site when possible.

Visit us online: www.CompanyNurse.com

Appendix E – Protective Clothing Reference Chart

Note: This is a general reference chart only. Always consult the tool/equipment manual or your supervisor for the required protective clothing before using any tool or equipment.

TOOL/EQUIPMENT	Hard Hat	Goggles	Gloves	Hearing	Mask
Line Trimmer		X	X	X	
Edger		X	X	X	
Hedge Trimmer		X	X	X	
Chain Saw	X	X	X	X	
Blower		X	X	X	X
Pressure Washer			X	X	
Power Auger			X	X	
Trencher			X	X	
Litter Vacuum			X	X	
Rototiller			X	X	
Paint Striper		X	X	X	X
Mowers (walk behind)		X	X	X	
Equipment (riding)			X	X	
Pesticide/Herbicides		X	X		X
Electric Power Tools		X	X	X	X
AR = As recommended in manual					
Other Tools/Equipment	AR	AR	AR	AR	AR

Appendix F - Supervisor's Incident Investigation Report

Conejo Valley Unified School District Supervisor's Incident Investigation Report

Instructions: After an employee injury or near miss, investigate the circumstances preceding the incident to determine the primary cause(s) and the practical action that can be taken to prevent similar occurrences. Complete the form below and forward to Risk Management.

I. Base Information			
Name of Injured employee:	Date of Incident:	Time:	
Time in current job:	Job:	Location of Incident:	
Witness Name:	Witness is: Employee <input type="checkbox"/> Student <input type="checkbox"/> Visitor <input type="checkbox"/>		Phone No.:

II. Description of the Incident and Injury
Describe the sequence of events including the specific activity being performed and the equipment/materials (if any) being used

III. What Caused the Incident?
Factors to consider: lack of training, rushing, fatigue, distraction, improper equipment, materials, or set up/use, inadequate maintenance

IV. Corrective Action
State the practical and effective measures that can be taken to prevent a reoccurrence

V. Action Taken		
Proposed Corrective Action:	Estimated Completion Date:	
<input type="checkbox"/> No action taken for the following reason:		
Investigated By: (Print)	Title:	Date:
Reviewed By: (Print)	Title:	Date:

Important: Attach additional sheets if needed. File original report in the department and send a copy to Risk Management

CONFIDENTIAL – FOR INTERNAL DISTRIBUTION ONLY

Version: 4-30-2021

CODES OF SAFE PRACTICES- APPLICABLE TO ALL JOBS

General workplace safety and health practices include, but are not limited to, the following:

1. Report all unsafe conditions and equipment to your supervisor.
2. Report all accidents, injuries and illnesses to your supervisor immediately.
3. Means of egress shall be kept unblocked, well lighted and unlocked during work hours.
4. In the event of fire, sound the alarm and follow the Building Evacuation Procedure.
5. Aisles must be kept clear at all times.
6. Work areas are to be maintained in a neat and orderly manner. Trash and refuse are to be thrown in proper waste containers.
7. All spilled liquids must be cleaned up promptly using procedures appropriate to the spilled material. Consult with you supervisor if in doubt about how to clean up a spill.
8. Always use the proper lifting technique. Never attempt to lift or push an object which is too heavy. You must contact your supervisor when help is needed to move a heavy object.
9. Report exposed wiring and cords that are frayed or have deteriorated insulation so they can be repaired promptly.
10. Do not stand on tables or chairs. Ladders should only be used by those who have been trained in ladder safety.
11. Wear hearing protection in all areas identified as having high noise exposure.
12. Eye protection or face shields must be worn when using tools that may produce flying particles.
13. Gloves must be worn when handling hazardous materials or working in harsh environments.
14. Inspect tools prior to use and do not use defective or unsafe tools.
15. Use only the tools approved by your supervisor.
16. Always keep flammable or toxic chemicals in closed containers when not in use.
17. Only trained and authorized persons can operate machinery or equipment. Equipment and machinery must be used in accordance with the training provided.
18. Hazardous chemicals must be handled according to the precautions specified in the Safety Data Sheet (SDS) for that substance.
19. Wear the right kind of shoes for the work environment. Follow your department's policy concerning appropriate footwear. Always wear shoes with slip resistant soles when working in wet areas.
20. Use the handrails when climbing or descending stairs.
21. Horseplay and practical jokes that can expose employees to injury are not permitted.
22. Exercise caution when handling hot beverages - especially around children.

OPERATION OF POWERED INDUSTRIAL TRUCKS (FORKLIFTS) AND UTILITY VEHICLES

Training: Forklift training consists of a combination of formal instruction, practical training, and evaluation of the operator's performance in the workplace. Training shall be provided by an instructor certified in the equipment type to be used. Utility vehicle training: All current drivers of utility vehicles must complete the Target Solutions online course "Safe Use of Utility Vehicles (EDU)" and retake the course every three years. Effective December 15, 2022, prospective drivers that have not successfully completed this course may not drive a utility vehicle until they have successfully complete this course.

FORKLIFT OPERATING RULES

- (1) Only drivers authorized by the employer and trained in the safe operations of industrial trucks or industrial tow tractors pursuant to Section 3668 shall be permitted to operate such vehicles.
- (2) Stunt driving and horseplay are prohibited.
- (3) No riders shall be permitted on vehicles unless provided with adequate riding facilities.

- (4) Employees shall not ride on the forks of lift trucks.
- (5) Employees shall not place any part of their bodies outside the running lines of an industrial truck or between mast uprights or other parts of the truck where shear or crushing hazards exist.
- (6) Employees shall not be allowed to stand, pass, or work under the elevated portion of any industrial truck, loaded or empty, unless it is effectively blocked to prevent it from falling.
- (7) Drivers shall check the vehicle at the beginning of each shift, and if it is found to be unsafe, the matter shall be reported immediately to a foreman or mechanic, and the vehicle shall not be put in service again until it has been made safe. Attention shall be given to the proper functioning of tires, horn, lights, battery, controller, brakes, steering mechanism, cooling system, and the lift system for forklifts (forks, chains, cable, and limit switches).
- (8) No truck shall be operated with a leak in the fuel system.
- (9) Vehicles shall not exceed the authorized or safe speed, always maintaining a safe distance from other vehicles, keeping the truck under positive control at all times and all established traffic regulations shall be observed. For trucks traveling in the same direction, a safe distance may be considered to be approximately 3 truck lengths or preferably a time lapse -3 seconds -passing the same point.
- (10) Trucks traveling in the same direction shall not be passed at intersections, blind spots, or dangerous locations.
- (11) The driver shall slow down and sound the horn at cross aisles and other locations where vision is obstructed. If the load being carried obstructs forward view, the driver shall be required to travel with the load trailing.
- (12) Operators shall look in the direction of travel and shall not move a vehicle until certain that all persons are in the clear.
- (13) Trucks shall not be driven up to anyone standing in front of a bench or other fixed object of such size that the person could be caught between the truck and object.
- (14) Grades shall be ascended or descended slowly. (A) When ascending or descending grades in excess of 10 percent, loaded trucks shall be driven with the load upgrade.
(B) On all grades the load and load engaging means shall be tilted back if applicable, and raised only as far as necessary to clear the road surface.
(C) Motorized hand and hand/rider trucks shall be operated on all grades with the load-engaging means downgrade.
- (15) The forks shall always be carried as low as possible, consistent with safe operations.
- (16) When leaving a vehicle unattended (the operator is over 25 feet (7.6 meters) from or out of sight of the industrial truck), the brakes are set, the mast is brought to the vertical position, and forks are left in the down position, either: (A) The power shall be shut off and, when left on an incline, the wheels shall be blocked; or (B) The power may remain on provided the wheels are blocked, front and rear.
- (17) When the operator of an industrial truck is dismounted and within 25 feet (7.6 meters) of the truck which remains in the operator's view, the load engaging means shall be fully lowered, controls placed in neutral, and the brakes set to prevent movement.

Exception:

Forks on fork-equipped industrial trucks may be in the raised position for loading and unloading by the operator if the forks are raised no more than 42 inches above the same level on which the industrial truck is located, the power is shut off, controls placed in neutral and the brakes set. If on an incline, the wheels shall be securely blocked. Whenever the forks are raised, the operator will remain in the seat of the industrial truck except when the operator is actively loading or unloading materials.

- (18) Vehicles shall not be run onto any elevator unless the driver is specifically authorized to do so. Before entering an elevator, the driver shall determine that the capacity of the elevator will not be exceeded. Once on an elevator, the industrial truck's power shall be shut off and the brakes set.
- (19) Motorized hand trucks shall enter elevators or other confined areas with the load end forward.
- (20) Vehicles shall not be operated on floors, sidewalk doors, or platforms that will not safely support the loaded vehicle.
- (21) Prior to driving onto trucks, trailers and railroad cars, their flooring shall be checked for breaks and other structural weaknesses.

- (22) Vehicles shall not be driven in and out of highway trucks and trailers at loading docks until such trucks or trailers are securely blocked or restrained and the brakes set.
- (23) To prevent railroad cars from moving during loading or unloading operations, the car brakes shall be set, wheel chocks or other recognized positive stops used, and blue flags or lights displayed in accordance with Section 3333 of these Orders and Title 49, CFR, Section 218.27 which is hereby incorporated by reference.
- (24) The width of one tire on the powered industrial truck shall be the minimum distance maintained from the edge by the truck while it is on any elevated dock, platform, freight car or truck.
- (25) Railroad tracks shall be crossed diagonally, wherever possible. Parking closer than 8 1/2 feet from the centerline of railroad tracks is prohibited.
- (26) Trucks shall not be loaded in excess of their rated capacity.
- (27) A loaded vehicle shall not be moved until the load is safe and secure.
- (28) Extreme care shall be taken when tilting loads. Tilting forward with the load engaging means elevated shall be prohibited except when picking up a load. Elevated loads shall not be tilted forward except when the load is being deposited onto a storage rack or equivalent. When stacking or tiering, backward tilt shall be limited to that necessary to stabilize the load.
- (29) The load engaging device shall be placed in such a manner that the load will be securely held or supported.
- (30) Special precautions shall be taken in the securing and handling of loads by trucks equipped with attachments, and during the operation of these trucks after the loads have been removed.
- (31) When powered industrial trucks are used to open and close doors, the following provisions shall be complied with: (A) A device specifically designed for opening or closing doors shall be attached to the truck. (B) The force applied by the device to the door shall be applied parallel to the direction of travel of the door. (C) The entire door opening operation shall be in full view of the operator. (D) The truck operator and other employees shall be clear of the area where the door might fall while being opened.
- (32) If loads are lifted by two or more trucks working in unison, the total weight of the load shall not exceed the combined rated lifting capacity of all trucks involved.
- (33) When provided by the industrial truck manufacturer, an operator restraint system such as a seat belt shall be used.

OPERATING RULES SPECIFIC TO UTILITY CARTS

(Golf carts and powered utility carts are included in this classification)

1. Only district employees may operate a utility vehicle.
2. Drivers must have a valid California driver's license.
3. Drivers must pass a safe operation course initially and every three years and after an accident caused by operator error.
4. Students are not permitted as passengers except for emergency medical transport.
5. Anyone who's ability to safely operate a vehicle is impaired by the ingestion of alcohol or illegal drugs or medication or because of extreme fatigue must refrain from driving and inform their supervisor of their condition.
6. Drivers must abide by all warnings and instructions posted on the vehicle.
7. Vehicle malfunctions and safety related defects and conditions must be reported immediately to a site administrator and the vehicle taken out of service (key provided to the administrator) until the condition is corrected.
8. Passengers may only ride in the seating provided and use seatbelts if so equipped. Legs and arms must not extend beyond the sides of the vehicle when it is in motion.
9. Loads must not extend beyond the vehicle and must be appropriately secured.
10. Before checking battery fluid levels, an employee must don protective gloves and a face shield.
11. Battery charging should only be performed in an area with an emergency eyewash station.
12. All injuries and property damage related to the use of a utility vehicle must be reported promptly to the site administrator and Risk Management.

JOB SPECIFIC CODES OF SAFE PRACTICES

CODES OF SAFE PRACTICES - CUSTODIAN

Personal Safety Rules

Often custodians work alone at night. Special precautions must be taken against unwanted visitors.

- A. **Pay attention to your surroundings.** Custodial work can become routine and your attention may waver. You must keep alert and aware of what is going on around you.
- B. **Work in a well-lit area.** Make sure security lighting is functioning properly. Replace burnt bulbs and clean lenses when necessary; report inoperative outside security lights to your supervisor. Adjust cleaning schedules to include unlit areas during daylight hours when possible. Obtain a flashlight if it would be useful.
- C. **Know where co-workers are working.** Know where to get help if you need it. To communicate with co-workers, custodians may use two-way radios. Just the sight of the radio may be a deterrent to unwanted visitors.
- D. **Get help with heavy or awkward objects.** Don't try to do a job by yourself if it requires two people to do it safely.
- E. **When working inside, make sure entrances are secured.** Check doors to make sure they are locked from the inside when cleaning interiors. Make sure you can promptly exit the room in an emergency.
- F. **Use good judgment.** You are not a police officer or security guard. Only approach unwanted visitors when you feel comfortable doing so. Don't hesitate to call 911 for help.

Storeroom Safety Rules

An overcrowded, unorganized storeroom is an accident about to happen. A misplaced broom or mop may cause you to trip and injure yourself. Improperly stored cleaning supplies can cause serious injuries. A neat, clean storeroom can greatly reduce the potential for accidents.

- A. **Store supplies safely.** All chemical containers must be properly labeled; store chemicals according to instructions on container labels. Be aware of where the Safety Data Sheets (SDS) are kept for all the chemicals you use. Flammable cleaning supplies must be stored away from sources of ignition like hot water heaters.
- B. **Weight can be a safety hazard.** Heavier items should be stored on the lower shelves at about chest height or lower. Be careful not to overload shelves.
- C. **Electrical/water heater rooms are not storerooms.** Rooms with electrical panels are not designated as storerooms. However, if electrical rooms must be used for storage, make sure there is clear area at least 36" from electrical panels. Electrical rooms must be free of all liquids. A water heater is a source of ignition. Don't store flammable materials in rooms with water heaters.
- D. **Keep it neat.** Keep at least one aisle of your storage areas open at all times. Protruding nails and torn or sharp corners can cause serious cuts and bruises. Remove or pad them. Be alert to the careless actions of others.

Ladder Safety Rules:

- A. **Use a straight ladder if you must lean the ladder against a support.** Avoid using an “A” frame ladder in this situation - it’s not the right equipment for the job. When using a straight ladder, be sure to secure the ladder *before* standing on it. Metal ladders must not be used near exposed electrical circuits or power lines. “A” frame ladders are safest if they are ten feet or less in length - never use one over 20 feet long.
- B. **Inspect the ladder before you use it.** No ladder is safe if it is missing rungs, if the rungs or rails are defective, or if it is in a weakened condition. Wood ladders should be inspected for side rails that are cracked or split, and sharp edges or splinters on cleats, rungs or side rails. Make certain spreaders can be locked in place. Be sure straight ladders have safety feet. If a ladder cannot be repaired, dispose of it promptly.
- C. **Set up your ladder safely.** If you must set up a ladder in a traffic area, use a barricade or guard to prevent unexpected collisions. Lock or block any nearby doors that open toward you. Keep the area around the ladder base uncluttered. Avoid side-to-side tilting by resting your ladder base on a solid level surface. When using a stepladder, make sure it’s fully open and its spreader is locked. Position a straight ladder at a four-to-one ratio - means every four feet of the ladder’s length to one foot away from the support point. Never lean a ladder against an unstable surface.
- D. **Climb and descend ladders cautiously.** Face the ladder and hold on with both hands. If you need tools, carry them in a tool belt or raise and lower them with a hand line. Don’t take a chance on slipping - check ladder rungs and the bottoms of your shoes for slippery substances. Take one step at a time and don’t skip steps.
- E. **Use common sense when working on ladders.** Never reach or lean too far to either side. To maintain your balance, keep your belt buckle between the ladder rails. Don’t climb higher than the second tread from the top on a stepladder or the third rung from the top on a straight ladder. Only one person may be on a ladder at a time. Don’t place tools on the rungs or top of the ladder.

Electrical Powered Tool Safety Rules

Tools can save time and make your job easier, but each power tool has potential risks that must not be ignored. Because you use your tools daily, you can begin to take them for granted. Always think “safety” when using your tools.

- A. **Manufacturers supply manuals with tools and equipment.** Read the manuals before you use the equipment. Keep the manuals handy for future reference. Have an experienced operator provide instructions and a demonstration of the equipment before you use it. Practice using the equipment before you begin a large-scale job.
- B. **Prepare the equipment and yourself for work.** Examine the tools for safety defects before you use them. Check electrical cords for frayed wires and defective plugs. If an extension cord is required, make sure the gauge of wire in the cord is compatible with the power supply and tool. Make sure the ground plug is in place. Examine the tool for cracks and safety defects. Check for loose or missing bolts and knobs. Keep safety guards in place at all times. Wear protective clothing provided by your supervisor and recommended by the equipment manufacturer (see Protective Clothing Reference Chart).
- C. **Avoid hazards while operating equipment.** Clear the work area of trip, slip, and fall hazards and things that might get in your way while working. Designate the work areas with safety cones when possible. Keep a tight grip on the equipment and position the tool comfortable close to your body. Be mindful of others around you. Always shut off the tool when you are not using it and disconnect it from the power supply.

- D. **Charging batteries can be dangerous.** Take special precautions when charging batteries on electric carts. Read the manual before beginning. Charge the batteries only in a well-ventilated area away from any sources of ignition and where there is an eye wash station and deluge shower.
- E. **Report any inoperative or unsafe equipment to your supervisor.** Take unsafe equipment out of service until it can be repaired or replaced.

Fuel Powered Tool Safety Rules

These tools have potential risks that must not be ignored. Oscillating blades on hedge trimmers can cut and maim. High velocity air from blowers can kick up dust and debris into the eyes and lungs. The cutting surfaces of chain saws are capable of gnawing chunks of skin and bones. Tools can save time and make your job easier, but each power tool has potential risks that must not be ignored. Because you use your tools daily, you can begin to take them for granted. Always think “safety” when using your tools.

- A. **Manufacturers supply manuals with tools and equipment.** Read the manuals before you use the equipment. Keep the manuals handy for future reference. Have an experienced operator provide instructions and a demonstration of the equipment before you use it. Practice using the equipment before you begin a large-scale job.
- B. **Take care when refueling and storing the equipment.** Using a safety can, refuel on a hard surface in a well ventilated area. Refuel when the tool or equipment is cool and let the pierce cool before transporting and storing it. If storing for long periods, drain the liquids. Fuel must be kept in and dispensed from an Underwriters Laboratory (UL) listed safety container and stored in a properly vented flammable liquids cabinet.
- C. **Prepare the tool and yourself for work.** Examine the equipment for safety defects before you use them. Examine the tool for cracks and safety defects. Check for loose or missing bolts and knobs. Keep safety guards in place at all times. Wear protective clothing provided by your supervisor and recommended by the equipment manufacturer (See Protective Clothing Reference Chart).
- D. **Avoid hazards while operating equipment.** Clear the work area of trip, slip, and fall hazards and things that might get in your way while working. Designate the work areas with safety cones when possible. Be mindful of pedestrians, wire fences and objects hidden in the grass and hedges. Shut off the tool when not using it. Remember, hot tools can cause severe burns.

Lifting Rules - Proper Body Mechanics:

It is just as important to keep your body in shape for the task as it is any other tool you use for other jobs. You can injure yourself just as easily lifting light objects as you can lifting heavier ones if you don't lift properly and your “tool” is not in shape for the job. Lifting is a thinking person's job.

- A. **Before you lift something, prepare yourself and plan the move.** Make sure you are limber and physically fit enough to do the task safely. Daily exercises will keep your body ready for lifting and help you feel better. Size up the load to make sure you can handle it safely. If you think the load is too bulky or too heavy, ask someone to help you or try to break it up into smaller, more manageable loads. Use a hand truck or dolly if necessary. Plan your route and make sure the path is clear of trip, slip, and fall hazards.
- B. **Use proper body mechanics when lifting.** Stand close to the object with your feet about

shoulder width apart. Squat down, bending at the hips and knees. Keep your back straight. As you grip the load, arch your lower back inward by pulling your shoulders back and sticking your chest out with chin tucked in. Be sure to keep the load close to your body. When you set the load down, squat down, bending at the hips and knees, keeping your lower back arched in.

- C. **Turn, don't twist.** Twisting is not the thing to do. Instead of twisting, turn your whole body in the direction that you want to go. Twisting when carrying a load puts a lot of undue stress on your back.
- D. **Push, don't pull.** Whenever you have to move something that's on a cart, a dolly, or a hand truck, push the load. Pushing puts less strain on your back.
- E. **Don't store heavy objects higher than your waist.** If heavy objects aren't stored higher than you waist then you won't have to lift them higher than you waist. Lifting objects overhead puts a lot of undue stress on your back. It's one of the surest ways to injure your back.
- F. **Lift like a pro and avoid the pain.** Learning how to lift and carry safely is one of the most important things you can do for your back. It's not hard to put these suggestions to use, and the payoffs will be well worth the time and effort you put into it.

Riding Equipment Safety Rules

Not only the operator of riding equipment is at risk, but also other staff and students in the area. Awareness of safety must be high at all times when using this equipment.

- A. **All riding equipment comes equipped with manuals.** Read the manuals and become completely familiar with the equipment before using it. Keep the manuals handy for future reference. Have an experienced operator provide instructions and a demonstration of the equipment before you use it. Practice on a small area before taking the equipment out on the job.
- B. **Prepare the equipment and yourself for work.** Thoroughly inspect the equipment prior to using it (most equipment manuals have inspection checklists). Make sure all the factory installed safety devices are operating properly and don't use the equipment if they are not. Immediately report all equipment faults to your supervisor. Wear protective clothing. (See Protective Clothing Reference Chart).
- C. **Avoid hazards while operating the equipment.** Before you start to use the equipment clear the work area of potential hazards. Check the area for rocks and small objects that could be hurled by the blades. Remove other obstructions. Designate the work areas with safety cones or barrier tape when possible.
- D. **Keep alert.** While using some riding equipment, it is possible to lose concentration. You must guard against becoming unaware of your surroundings. Keep staff and students at a safe distance from the equipment and work area. Never allow other riders on the equipment when you are operating it. Students are **never** allowed on any riding equipment.
- E. **Do not leave the equipment unattended.** After turning off the equipment according to the manual instructions, remove the ignition key. The equipment must never be left unattended in an area where students have access - children may think it is an interesting toy, not the potentially dangerous piece of equipment it is.
- F. **Follow shutdown instructions in the manual.** Carefully follow the post-operating instructions contained in the manual. Always clean the equipment after use and store it in a secure area.

CODES OF SAFE PRACTICE - MAINTENANCE WORKERS

Electrical Repairs Safety Rules

- A. **Take charge of the source of power.** Disconnect the fixture or equipment from its source of power and make sure it cannot be electrified without your knowledge and consent. Install your own padlock on the circuit breaker panel or lever to ensure that you have control over the electrical supply system. If it is not possible to lock the panel, post a sign stating "Person at Work". Remove the padlock or sign when the task is complete.
- B. **Do not perform electrical repairs around water.**
- C. **Never put your hands into an area that you cannot see.** Live wires may be there.
- D. **Always replace a fuse with one that is of the same type and size.**
- E. **All electrical installations should be made in compliance with the National Electric Code.**

Plumbing Repairs Safety Rules

- A. Be careful with P.V.C. cement. When using P.V.C. cement, make sure the work area is well ventilated and there are not sources of ignition nearby. Always wash your hands after using P.V.C. cements and solvents.
- B. Inspect the immediate work area prior to performing brazing operations. Ensure that no flammable liquids or combustible materials are present.
- C. Ensure that a fire extinguisher is available. If brazing is done in or near wall studs or other flammable material, a Class A portable fire extinguisher should be immediately available.

Ladder Safety Rules:

- A. **Use a straight ladder if you must lean the ladder against a support.** Avoid using an "A" frame ladder in this situation - it's not the right equipment for the job. When using a straight ladder, be sure to secure the ladder *before* standing on it. Metal ladders must not be used near exposed electrical circuits or power lines. "A" frame ladders are safest if they are ten feet or less in length - never use on over 20 feet long.
- B. **Inspect the ladder before you use it.** No ladder is safe if it is missing rungs, if the rungs or rails are defective, or if it is in a weakened condition. Wood ladders should be inspected for side rails that are cracked or split, and sharp edges or splinters on cleats, rungs or side rails. Make certain spreaders can be locked in place. Be sure straight ladders have safety feet. If a ladder cannot be repaired, dispose of it promptly.
- C. **Set up your ladder safely.** If you must set up a ladder in a traffic area, use a barricade or guard to prevent unexpected collisions. Lock or block any nearby doors that open toward you. Keep the area around the ladder base uncluttered. Avoid side-to-side tilting by resting your ladder base on a solid level surface. When using a stepladder, make sure it's fully open and its spreader is locked. Position a straight ladder at a four-to-one ratio - means every four feet of the ladder's length to one foot away from the support point. Never lean a ladder against an unstable surface.
- D. **Climb and descend ladders cautiously.** Face the ladder and hold on with both hands. If you need tools, carry them in a tool belt or raise and lower them with a hand line. Don't take a chance on slipping - check ladder rungs and the bottoms of your shoes for slippery substances. Take one step at a time and don't skip steps.

- E. **Use common sense when working on ladders.** Never reach or lean too far to either side. To maintain your balance, keep your belt buckle between the ladder rails. Don't climb higher than the second tread from the top on a stepladder or the third rung from the top on a straight ladder. Only one person may be on a ladder at a time. Don't place tools on the rungs or top of the ladder.

Electrical Powered Tool Safety Rules

Tools can save time and make your job easier, but each power tool has potential risks that must not be ignored. Because you use your tools daily, you can begin to take them for granted. Always think "safety" when using your tools.

- A. **Manufacturers supply manuals with tools and equipment.** Read the manuals before you use the equipment. Keep the manuals handy for future reference. Have an experienced operator provide instructions and a demonstration of the equipment before you use it. Practice using the equipment before you begin a large-scale job.
- B. **Prepare the equipment and yourself for work.** Examine the tools for safety defects before you use them. Check electrical cords for frayed wires and defective plugs. If an extension cord is required, make sure the gauge of wire in the cord is compatible with the power supply and tool. Make sure the ground plug is in place. Examine the tool for cracks and safety defects. Check for loose or missing bolts and knobs. Keep safety guards in place at all times. Wear protective clothing provided by your supervisor and recommended by the equipment manufacturer (see Protective Clothing Reference Chart).
- C. **Avoid hazards while operating equipment.** Clear the work area of trip, slip, and fall hazards and things that might get in your way while working. Designate the work areas with safety cones when possible. Keep a tight grip on the equipment and position the tool comfortable close to your body. Be mindful of others around you. Always shut off the tool when you are not using it and disconnect it from the power supply.
- D. **Report any inoperative or unsafe equipment to your supervisor.** Take unsafe equipment out of service until it can be repaired or replaced.

Lifting Rules - Proper Body Mechanics:

It is just as important to keep your body in shape for the task as it is any other tool you use for other jobs. You can injure yourself just as easily lifting light objects as you can lifting heavier ones if you don't lift properly and your "tool" is not in shape for the job. Lifting is a thinking person's job.

- A. **Before you lift something, prepare yourself and plan the move.** Make sure you are limber and physically fit enough to do the task safely. Daily exercises will keep your body ready for lifting and help you feel better. Size up the load to make sure you can handle it safely. If you think the load is too bulky or too heavy, ask someone to help you or try to break it up into smaller, more manageable loads. Use a hand truck or dolly if necessary. Plan your route and make sure the path is clear of trip, slip, and fall hazards.
- B. **Use proper body mechanics when lifting.** Stand close to the object with your feet about shoulder width apart. Squat down, bending at the hips and knees. Keep your back straight. As you grip the load, arch your lower back inward by pulling your shoulders back and sticking your chest out with chin tucked in. Be sure to keep the load close to your body. When you set the load down, squat down, bending at the hips and knees, keeping your lower back arched in.

- C. **Turn, don't twist.** Twisting is not the thing to do. Instead of twisting, turn your whole body in the direction that you want to go. Twisting when carrying a load puts a lot of undue stress on your back.
- D. **Push, don't pull.** Whenever you have to move something that's on a cart, a dolly, or a hand truck, push the load. Pushing puts less strain on your back.
- E. **Don't store heavy objects higher than your waist.** If heavy objects aren't stored higher than you waist then you won't have to lift them higher than you waist. Lifting objects overhead puts a lot of undue stress on your back. It's one of the surest ways to injure your back.
- F. **Lift like a pro and avoid the pain.** Learning how to lift and carry safely is one of the most important things you can do for your back. It's not hard to put these suggestions to use, and the payoffs will be well worth the time and effort you put into it.

Machinery Safety Rules

- A. **Manufacturers supply manuals with machinery.** Read the manuals and become completely familiar with the equipment before using it, paying particular attention to the potential hazards of each piece of machinery. Keep the manuals handy for future reference. Have an experienced operator provide instructions and a demonstration of the equipment before you use it.
- B. **Learn safeguarding techniques for each machine.** Become familiar with the purpose and nature of each required guard, and how to inspect and use the guards. Do not remove the guards without the approval of the maintenance supervisor.
- C. **Prepare the equipment and yourself for work.** Thoroughly inspect the equipment prior to using it (most equipment manuals have inspection checklists). Make sure all the factory installed safety devices are operating properly and don't use the equipment if they are not. Immediately report all equipment faults to your supervisor.
- D. **Review the Personal Protective Equipment (PPE) required for safe use of each machine.** Become familiar with and wear the protective clothing provided by your supervisor and recommended by the equipment manufacturer (see Protective Clothing Reference Chart).
- E. **Be aware of the non-mechanical hazards.** Recognize other potential hazards; they include noise (wear hearing protection if recommended), possible chemical splashing, sparking and excessive heat.
- F. **Keep the area in and around the machine neat and well lit.** Poor housekeeping and lighting are factors in a number of machine injuries. Any limitations to vision or mobility are potentially dangerous.
- G. **Do not wear loose fitting clothes or jewelry.** Long hair also needs to be confined.
- H. **Follow lockout/tagout procedures when performing maintenance.** Review the procedures with your supervisor before disconnecting the machine from its source of power. Stay in control of that source of power - through either a lock or tag - while working on the machine.

Storeroom Safety Rules

An overcrowded, unorganized storeroom is an accident about to happen. A neat, clean storeroom can greatly reduce the potential for accidents.

- A. **Store chemicals safely.** All chemical containers must be properly labeled; store chemicals according to instructions on container labels. Be aware of where the Safety Data Sheets (SDS) are kept for all the chemicals you use. Store flammable materials in a properly vented flammable liquids cabinet away from sources of ignition like hot water heaters.

- B. **Store your tools safely.** Each tool should have its place in the storeroom. The tools should only be stored after inspecting them for safety hazards and cleaning them. Check electrical tools for frayed wires and defective plugs. Make sure the ground plug is in place. Cords should be neatly wrapped and secured on the tool. Keep extension cords in good repair.
- C. **Weight can be a safety hazard.** Heavier items should be stored on the lower shelves at about chest height or lower. Be careful not to overload shelves.
- D. **Electrical/water heater rooms are not storerooms.** Rooms with electrical panels are not designed as storerooms. However, if electrical rooms must be used for storage, make sure there is clear area at least 36" from electrical panels. Electrical rooms must be free of all liquids. A water heater is a source of ignition. Don't store flammable materials in rooms with water heaters.
- E. **Keep it neat.** Keep at least one aisle of your storage areas open at all times. Protruding nails and torn or sharp corners can cause serious cuts and bruises. Remove or pad them. Be alert to the careless actions of others.

CODES OF SAFE PRACTICE - FOOD SERVICE WORKERS

General Kitchen Safety Rules

- A. **Be aware of where you are walking.** Trip and slip hazards are common in the kitchen. Always put out "Caution, Wet Floor" signs before damp mopping a hard surface floor. Always mop up liquid spills immediately.
- B. **Be aware of the location of the nearest fire extinguisher.** It may come in handy. Read the instruction on the fire extinguisher now, before you need to use it.
- C. **Watch out for other employees who may be daydreaming, in a hurry, or engaging in horseplay.** All of those behaviors jeopardize both their own safety and yours.
- D. **Know the general layout of the kitchen and the location of the nearest exit in case you have to leave the area in a hurry.**
- E. **Assume heat-producing equipment, such as stoves and steamers, are hot.**
- F. **Don't use wet potholders or mittens.** The moisture will transmit heat to your hands.
- G. **Water and hot grease can be a burn hazard.** Don't put a wet basket into a hot deep fryer. This could cause splattering which results in a burn.
- H. **Be cautious of loose clothing when operating equipment.** It could get caught in the equipment.
- I. **Be sure others are aware of what you are doing.** This awareness could help prevent accidental or careless movements that could result in an injury.
- J. **Rolling carts should be pushed, not pulled.** If carts don't move easily, inspect the wheels for damage. Be aware of cracks and bumps when pushing carts on asphalt or cement. Don't overload carts and don't load them top heavy.

Storeroom Safety Rules

An overcrowded, unorganized storeroom is an accident about to happen. A misplaced broom or mop may cause you to trip and injure yourself. Improperly stored food and cleaning supplies can cause serious injuries. A neat, clean storeroom can greatly reduce the potential for accidents.

- A. **Store supplies safely.** All chemical containers must be properly labeled; store chemicals

according to instructions on container labels. Be aware of where the Safety Data Sheets (SDS) are kept for all the chemicals you use. Flammable cleaning supplies must be stored away from sources of ignition like hot water heaters. Cleaning supplies and food must always be stored separately.

- B. **Weight can be a safety hazard.** Heavier items should be stored on the lower shelves at about chest height or lower. Be careful not to overload shelves.
- C. **Electrical/water heater rooms are not storerooms.** Rooms with electrical panels are not designed as storerooms. However, if electrical rooms must be used for storage, make sure there is clear area at least 36" from electrical panels. Electrical rooms must be free of all liquids. A water heater is a source of ignition. Don't store flammable materials in rooms with water heaters.
- D. **Keep it neat.** Keep at least one aisle of your storage areas open at all times. Protruding nails and torn or sharp corners can cause serious cuts and bruises. Remove or pad them. Be alert to the careless actions of others.

Ladder Safety Rules:

- A. **Use a straight ladder if you must lean the ladder against a support.** Avoid using an "A" frame ladder in this situation - it's not the right equipment for the job. When using a straight ladder, be sure to secure the ladder *before* standing on it. Metal ladders must not be used near exposed electrical circuits or power lines. "A" frame ladders are safest if they are ten feet or less in length - never use on over 20 feet long.
- B. **Inspect the ladder before you use it.** No ladder is safe if it is missing rungs, if the rungs or rails are defective, or if it is in a weakened condition. Wood ladders should be inspected for side rails that are cracked or split, and sharp edges or splinters on cleats, rungs or side rails. Make certain spreaders can be locked in place. Be sure straight ladders have safety feet. If a ladder cannot be repaired, dispose of it promptly.
- C. **Set up your ladder safely.** If you must set up a ladder in a traffic area, use a barricade or guard to prevent unexpected collisions. Lock or block any nearby doors that open toward you. Keep the area around the ladder base uncluttered. Avoid side-to-side tilting by resting your ladder base on a solid level surface. When using a stepladder, make sure it's fully open and its spreader is locked. Position a straight ladder at a four-to-one ratio - means every four feet of the ladder's length to one foot away from the support point. Never lean a ladder against an unstable surface.
- D. **Climb and descend ladders cautiously.** Face the ladder and hold on with both hands. If you need tools, carry them in a tool belt or raise and lower them with a hand line. Don't take a chance on slipping - check ladder rungs and the bottoms of your shoes for slippery substances. Take one step at a time and don't skip steps.
- E. **Use common sense when working on ladders.** Never reach or lean too far to either side. To maintain your balance, keep your belt buckle between the ladder rails. Don't climb higher than the second tread from the top on a stepladder or the third rung from the top on a straight ladder. Only one person may be on a ladder at a time. Don't place tools on the rungs or top of the ladder.

Tools/Equipment Safety Rules

Because you use your tools and equipment daily, you can begin to take them for granted. This is a safety hazard to be avoided. Always think "safety" when using kitchen tools and equipment.

- A. **Manufacturers supply manuals with tools and equipment.** Read the manuals before you use the equipment. Keep the manuals handy for future reference. Have an experienced operator provide instructions and a demonstration of the equipment before you use it. Practice using the equipment before you begin a large-scale job.

- B. **Prepare both equipment and yourself for work.** Examine the tool/equipment for safety defects before you use it. Check electrical cords for frayed wires and defective plugs. Make sure the ground plug is in place. Keep safety guards in place at all times. Make sure the ground fault interceptor is working properly. Wear the protective clothing provided by your supervisor and recommended by the equipment manufacturer.
- C. **Avoid hazards while operating equipment.** Clear the work area of trip, slip, and fall hazards and things that might get in your way while working. When working with electric equipment, make sure your hands are dry. Do not stand on a wet floor when inserting the plug into or pulling the plug from the electric receptacle. Be mindful of pedestrians and your surroundings. Students should not be allowed to operate tools or equipment.
- D. **Keep tools and equipment clean.** Always unplug electric equipment before cleaning it. Store tools, like knives and other utensils, in a place designated for the tools.
- E. **Report any inoperative or unsafe equipment to your supervisor.** Take any unsafe equipment out of service until it can be repaired or replaced.

Lifting Rules - Proper Body Mechanics:

It is just as important to keep your body in shape for the task as it is any other tool you use for other jobs. You can injure yourself just as easily lifting light objects as you can lifting heavier ones if you don't lift properly and your "tool" is not in shape for the job. Lifting is a thinking person's job.

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- B. **Use proper body mechanics when lifting.** Stand close to the object with your feet about shoulder width apart. Squat down, bending at the hips and knees. Keep your back straight. As you grip the load, arch your lower back inward by pulling your shoulders back and sticking your chest out with chin tucked in. Be sure to keep the load close to your body. When you set the load down, squat down, bending at the hips and knees, keeping your lower back arched in.
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- F. **Lift like a pro and avoid the pain.** Learning how to lift and carry safely is one of the most important things you can do for your back. It's not hard to put these suggestions to use, and the payoffs will be well worth the time and effort you put into it.

CODES OF SAFE PRACTICE - CAMPUS SUPERVISORS

General Safety Rules

- A. **Be aware of your surroundings.** Be sure to check in at the office before going to your assigned location. IN case of emergency, someone should be able to find you. Only enter areas where you have been authorized to visit.
- B. **Carry a source of immediate communication.** Keep a walkie-talkie or cell phone on your person. Make sure it is charged and ready to use at all times.
- C. **Be aware of strangers.** Report unauthorized visitors immediately.
- D. **Be aware of where you are walking.** Walk on walkways, pathways and designated routes and avoid un-level or cracked pathways, if possible.
 - 1. When assisting in the playground, watch for gopher holes, clumps of grass and muddy areas. Wear good shoes with rubber soles and good traction.
 - 2. Trip and slip hazards are common in the kitchen. Always put out "Caution, Wet Floor" signs before damp mopping a hard surface floor. Always mop up liquid spills immediately.
 - 3. Walkways both outdoors and indoors should be kept free of standing water or sand to avoid slipping hazards. Notify maintenance for corrections.
- E. **Keep latex gloves on hand.** Gloves are required whenever contact with bodily fluids is possible.
 - 1. Wear latex gloves and other appropriate personal protective equipment.
 - 2. Remove visible soil with a detergent solution. Rinse in water.
 - 3. Wash area with or dip toys in a sanitizing solution, e.g., bleach water or EPA approved solution. Bleach water is 1/4 cup bleach to 1 gallon of water. The solution must be mixed fresh daily to ensure the solution is not weakened by the evaporation of chlorine. Air dry.
 - 4. Remove gloves and wash hands immediately.
- F. **Noon aides are required to renew first aid certifications and CPR certifications on a regular basis.** These certifications must be current.
 - 1. First aid assistance should be done using latex gloves and other appropriate personal protective equipment.
 - 2. After removing the gloves properly to ensure not to contaminate yourself or the surrounding areas, wash your hands. If clothes are contaminated, then remove clothing immediately and wash skin area with soap and water.
 - 3. Always report first aid assistance.
- G. **Aides are encouraged to wear comfortable clothing and shoes with rubber soles.**
- H. **Report faulty equipment.** If Aides become aware of a faulty piece of equipment, indoors or outdoors, it should be taken out of service immediately and reported to appropriate individuals.
- I. **Familiarize yourself with the emergency exit procedures.** An emergency plan should be posted near the evacuation emergency exit. Ask what your role will be in assisting in assembly or evacuation. Learn your role in of how to exit the room, the evacuation route and where they are to assemble after.
 - 1. Watch out for other employees who may be daydreaming, in a hurry, or engaging in horseplay. All of those behaviors jeopardize both their own safety and yours.
 - 2. Know the general layout of the area you have volunteered for and know the location of the nearest exit in case you have to leave the area in a hurry.

- J. **Be aware of the location of the nearest fire extinguisher.** Know your responsibilities in case of emergency and only use if authorized. Fire extinguishers should be located near the exit door used for evacuation.
1. Assist in keeping this area clear from obstructions and should always be readily available.
 2. Don't post notices and decorative paper that may obscure its location.
 3. Report discharged or expired fire extinguishers.

Lifting Rules - Proper Body Mechanics:

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- A. **Before you lift something, prepare yourself and plan the move.** Make sure you are limber and physically fit enough to do the task safely. Daily exercises will keep your body ready for lifting and help you feel better. Size up the load to make sure you can handle it safely. If you think the load is too bulky or too heavy, ask someone to help you or try to break it up into smaller, more manageable loads. Use a hand truck or dolly if necessary. Plan your route and make sure the path is clear of trip, slip, and fall hazards.
- B. **Use proper body mechanics when lifting.** Stand close to the object with your feet about shoulder width apart. Squat down, bending at the hips and knees. Keep your back straight. As you grip the load, arch your lower back inward by pulling your shoulders back and sticking your chest out with chin tucked in. Be sure to keep the load close to your body. When you set the load down, squat down, bending at the hips and knees, keeping your lower back arched in.
- C. **Turn, don't twist.** Twisting is not the thing to do. Instead of twisting, turn your whole body in the direction that you want to go. Twisting when carrying a load puts a lot of undue stress on your back.
- D. **Push, don't pull.** Whenever you have to move something that's on a cart, a dolly, or a hand truck, push the load. Pushing puts less strain on your back.
- E. **Don't store heavy objects higher than your waist.** If heavy objects aren't stored higher than you waist then you won't have to lift them higher than you waist. Lifting objects overhead puts a lot of undue stress on your back. It's one of the surest ways to injure your back.
- F. **Lift like a pro and avoid the pain.** Learning how to lift and carry safely is one of the most important things you can do for your back. It's not hard to put these suggestions to use, and the payoffs will be well worth the time and effort you put into it.

CODES OF SAFE PRACTICE - TEACHERS/AIDES

General Classroom Safety Rules

- A. **Be aware of where you are walking.** Trip and slip hazards - stacks of paper or boxes, for example, or recently polished and slick floors, or extension cords - are common in the classroom.
- B. **Be aware of the location of the nearest fire extinguisher.** It may come in handy. Read the instruction on the extinguisher now, before you need to use it.
- C. **Familiarize yourself with the emergency exit procedures.** An emergency plan must be posted near the classroom exit to notify all employees and students of how to exit the room, the evacuation route and where they are to assemble after.
- D. **Chairs are not step stools.** Don't use them for that purpose. Use a step stool when reaching for elevated supplies and materials.
- E. **Electric extension cords are to be used only as a temporary source of power.** Extension cords should be unplugged, rolled up and stored immediately after use. Improper use of electricity is the second most common cause of fires in schools.
- F. **Flammable and combustible liquids may not be stored in classrooms.** These liquids are the third most common cause of school fires.
- G. **Be cautious with flammable materials.** They may not be attached to windows and doors and no more than 20% of all the wall space may be covered with flammable materials unless the room is protected by an automatic fire suppression system, and in that case, up to 50% of the wall area may be covered. Window coverings, drapes and curtains may not be installed unless they meet the Fire Marshall's fireproofing requirements. Keep decorations for holidays only.

Office Ergonomic Safety Rules

Teachers and Aides don't spend the majority of time at their desks using the computer, but they still need to be aware of Repetitive Motion Injuries (RMI) and should take the following steps to reduce the chance of such an injury.

- A. **Complete a workstation ergonomic evaluation.** If available, utilize an in-house resource to complete the evaluation or complete a self-evaluation [Ergo Self-Assessment](#) .
- B. **Make the necessary adjustments to your chair.** Most chairs will have at least two to three adjustment levers to use to change the height and tilts of the seat and backrest. Adjust the chair so you can achieve the most comfortable typing position.
- C. **Take the weight on your feet.** Ensure that your feet rest on the ground so that not all the weight is on your lower back. If your feet do not reach the ground, utilize a footrest.
- D. **Type with your wrist at a neutral position.** Adjust the height of chair and keyboard to ensure that, while typing, the shoulders are relaxed, there is a 90-degree angle at the elbow, and the wrist is in a flat position (i.e. no raising or lowering of the wrist from the forearm in order to reach the keys).
- E. **Avoid neck and eye strain.** Position the monitor directly in front of you at a distance with its top at eye level. Keep the monitor between 18" and 24" from the eye, and place it at a right angle to the window. If you are entering data from a document, prop the document up

or, better still, place it at eye level with the use of a document holder.

- F. **Keep the mouse close.** Avoid having to reach either up or out to use the mouse. If possible it should be kept next to and at the same height as the keyboard. Hold the mouse gently and move it with the arm rather than the wrist.
- G. **Take your breaks.** Take micro-breaks from typing for 2-3 minutes every half-hour and stop typing for ten minutes after typing uninterrupted for 2 hours. If possible, get outside during breaks for some valuable fresh air and, during the day, regularly stretch the hands, arms and back.

Office Equipment Safety Rules

- A. **Electric Powered Equipment can be a shock hazard.** Periodically, check the equipment for frayed cords and defective plugs. Never clean or service electric powered equipment with the power on; always disconnect the equipment from the power source. Don't use the equipment with wet hands or while on a damp floor.
- B. **Shut off electrical equipment.** Before leaving the classroom, be sure electrical equipment, like audiovisual equipment, is shut off and unplugged.
- C. **Be careful with paper cutters.** Cutters should only be used on a level, unobstructed and clear surface. The finger guard must be in place before using the cutter. The lever should be put down and in the locked position when it is not being used.
- D. **Photocopy machines could be harmful to the eyes.** These machines emit an extremely bright light. Always make sure the machine cover is down when operating it.
- E. **Close file cabinet and desk drawers when not in use.** File cabinets are unstable with the drawers open and a co-worker or student could walk into an open drawer.
- F. **Do not change a burnt out projection bulb when the projector is still hot.** Disconnect the projector and wait for it to cool before changing the bulb.

Materials Storage Safety Rules

- A. **Store materials in an organized way.** Do not overload shelves and drawers. Do not store materials on top of cabinets. Materials may not be stored within 36" of the ceiling.
- B. **Weight can be a safety hazard.** Heavier items should be stored on the lower shelves at about chest height or lower.
- C. **Place cabinets and shelves away from room exits.** They could fall over and block the exit.
- D. **Keep aisles and passageways free of materials.** As well as being a trip and fall hazard, they could also impede a quick exit in an emergency.
- E. **Keep the storeroom neat.** Everything should have its place in the storeroom. Avoid placing old boxes and files in there on a permanent basis and keep clutter to a minimum.

Lifting Rules - Proper Body Mechanics:

It is just as important to keep your body in shape for the task as it is any other tool you use for other jobs. You can injure yourself just as easily lifting light objects as you can lifting heavier ones if you don't lift properly and your "tool" is not in shape for the job. Lifting is a thinking person's job.

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ANCILLARY SAFETY PROGRAMS

The following program are ancillary to the CVUSD IIPP:

1. Heat Illness Prevention Program
2. COVID-19 Prevention Program
3. Hazard Communication Program
4. Chemical Hygiene Program
5. Ergonomic Program
6. Emergency Operation Plan
7. Lock Out Tag Out Program
8. Integrated Pest Management Program
9. Blood Borne Pathogen Control Plan

Revision Record

Revision	Changes	Date
1.0	Older format	July 2012
2.0	New format, revised content	August 2014
2.1	Revised to include Company Nurse information	August 2016
3.0	Revised to include Table of Contents, Employee, Manager, Supervisor and M&O responsibilities, EE rights, Added PPE information and code of safe practices and protective clothing chart, corrected web links.	January 2018

Periodic Review

	CHANGES MADE
8-2014	New format
8-2014	Removed safety policy information
8-2015	Revised and added language to all sections
8-2015	Added/Revised attachments and forms
8-2016	Added information on Company Nurse & to Appendix C; Revised Supervisor's Report of Accident form to include new District logo.
8-2019	Added Revised Supervisor's Report of Accident form
7-2020	A COVID-19 Prevention Program was added as an ancillary program to the IIPP in response to the COVID19 pandemic
2-2022	<ul style="list-style-type: none"> • Revised Responsibilities and Authority • Hazard Correction procedures revised • Updated injury reporting procedures and provided additional instructions for reporting a serious injury to Cal OSHA • Clarified Risk Management's role as a training resource • Added revised Supervisor's Incident Investigation Report form • Added Annual Safety Inspection Report form • Added Codes of Safe Practices Applicable to All Jobs • Revised Ladder Safety Rules • Changed MSDS to SDS • Corrected flammable material limits for classrooms • Removed ladder use for teachers • Added Ergo Self-Assessment tool • Added list of Ancillary Safety Programs
10-2022	Added training requirements for forklift and utility cart operators and operating rules for forklifts and utility carts