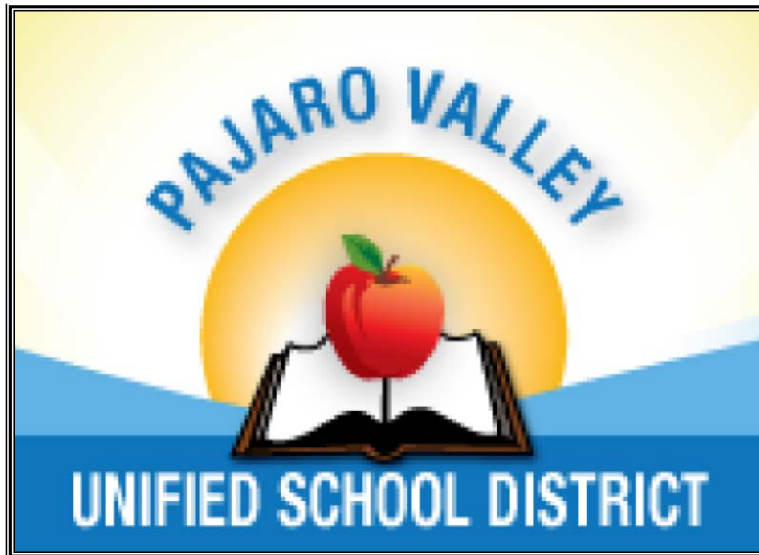


INJURY & ILLNESS PREVENTION PROGRAM

FOR



UPDATED AUGUST 2020

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INTRODUCTION

In order to maintain a safe and healthful work environment Pajaro Valley Unified School District has developed this Injury & Illness Prevention Program (IIPP) for all employees to follow. This document describes the goals, statutory authority, and the responsibilities of all employees under the Program. It addresses Responsibility, IIPP Administrator Contact Information, Compliance, Communication, Safety Committees, Hazard Identification, Hazard Correction, Incident Investigations, Training, and Documentation. By making safety a high priority for every employee we can reduce injuries and illnesses, increase productivity, and promote a safer and healthier environment for all individuals at Pajaro Valley Unified School District.

GOALS

Diligent implementation of this program will reap many benefits for Pajaro Valley Unified School District. Most notably it will:

- 1. Protect the health and safety of employees.**
- 2. Decrease the potential risk of disease, illness, injury, and harmful exposures to district personnel.**
- 3. Reduce Workers' Compensation claims and costs.**
- 4. Improve efficiency by reducing the time spent replacing or reassigning injured employees, as well as, reduce the need to find and train replacement employees.**
- 5. Improve employee morale and efficiency as employees recognize that their safety is important to management.**
- 6. Minimize the potential for penalties assessed by various enforcement agencies by maintaining compliance with Health and Safety Codes.**

STATUTORY AUTHORITY

- California Labor Code Section 6401.7.
- California Code of Regulations Title 8, Sections 1509 and 3203.

RESPONSIBILITY

The ultimate responsibility for establishing and maintaining effective environmental health and safety policies specific to District facilities and operations rests with the District's **Superintendent**. General policies, which govern the activities and responsibilities of the Injury & Illness Prevention Program, are established under **Superintendent's** final authority.

It is also the responsibility of **Site Administrators, Supervisors, and Managers** to implement and maintain the Injury & Illness Prevention Program in their respective work areas/environments, as well as, other health and safety policies related to operations under their control.

Site Administrators, Supervisors and Managers are responsible for enforcement of this Program among the employees under their direction by carrying out the various duties outlined herein, setting acceptable safety policies and procedures for each employee to follow and ensuring that employees receive the general safety training. Each **Site Administrator, Supervisor, and Manager** must also ensure that appropriate job specific safety training is received and that safety responsibilities are clearly outlined in the job descriptions, which govern the employees under their direction. Supervising others also carries the responsibility for knowing how to safely accomplish the tasks assigned each employee for purchasing appropriate personal protective equipment, and for evaluating employee compliance.

Immediate responsibility for workplace health and safety rests with **each individual employee**. **Employees** are responsible for following the established work procedures and safety guidelines in their area, as well as those identified in this Program. **Employees** are also responsible for using the personal protective equipment issued to protect them from identified hazards, and for timely reporting of unsafe conditions to their supervisors.

The District's **Assistant Superintendent-Human Resources** and **Risk & Safety Manager** are responsible for developing and managing this Injury & Illness Prevention Program.

IIPP ADMINSTRATOR CONTACT INFORMATION

Overall implementation and maintenance of the District's Injury & Illness Prevention Program and its related programs are the responsibility of the following **IIPP Administrators**:

- **Michelle Rodriguez, Superintendent**
Pajaro Valley Unified School District Office
294 Green Valley Road, Watsonville, Ca 95076
(831)786-2135 Superintendent@pvusd.net
- **Alison Niizawa, Interim Asst. Supt.-Human Resources**
Pajaro Valley Unified School District Office
294 Green Valley Road, Watsonville, Ca 95076
(831)786-2145 alison_niizawa@pvusd.net
- **Ruth Bugayong, Risk & Safety Manager**
Pajaro Valley Unified School District Office
294 Green Valley Road, Watsonville, Ca 95076
(831)786-2100, ext. 2532 ruth_bugayong@pvusd.net

COMPLIANCE

District compliance with this Injury & Illness Prevention Program will be achieved in the following manner:

1. **Site Administrators, Supervisors, and Managers** will ensure that all safety and health policies, procedures, and provisions of this Injury & Illness Prevention Program are clearly communicated and understood by all employees.
2. **Site Administrators, Supervisors, and Managers** will set positive examples for working safely and require that all staff under their direction work safely.
3. **Site Administrators, Supervisors, and Managers** will evaluate the safety performance of all employees and will use all disciplinary procedures available to them to ensure that employees follow established safety policies and procedures. Safety training, performance evaluations, verbal counseling, written warnings, and other forms of disciplinary action are available.
4. **Site Administrators, Supervisors, and Managers** will identify the resources necessary to provide a safe work environment for their employees and include them in budget requests.
5. **Site Administrators, Supervisors, and Managers** will establish appropriate means of recognition for employees who demonstrate safe work practices.
6. **Employees** will use safe work practices, follow all directives, policies and procedures, to assist in maintaining a safe work area/environment.

Compliance will be reinforced by:

_____ Appropriate comments on performance evaluations.

Other, please specify:

Non-compliance will be addressed by:

_____ An immediate discussion between the supervisor and the employee who is discovered working in an unsafe manner.

_____ Appropriate disciplinary action up to dismissal.

Other, please specify:

COMMUNICATION

Effective two-way communication which involves employee input on matters of workplace safety, is essential to maintaining an effective Injury & Illness Prevention Program. To foster better safety communication the following guidelines will be implemented:

New Employee Orientation including a discussion of site-specific safety and health policies and procedures. **Site Administrators, Supervisors, and Managers** will follow-up with the new employee to ensure effectiveness of the orientation process.

Each District Site will use an Employee Bulletin Board for posting information on safety in a location accessible to all employees at each site. Changes in protocol, safety bulletins, incident statistics, training announcements, and other safety information will be posted, as they become available.

Site Administrators, Supervisors, and Managers will provide time at periodic staff meetings to discuss safety topics. Status reports will be given on safety inspections, hazard correction projects, and incident investigation results, as well as feedback to previous employee suggestions. **Employees** will be encouraged to participate and give suggestions without fear of reprisal. An attendance sheet will be used to document attendance and topics covered. Additional communication methods to be used are:

- | | |
|---------------------------------|----------------------|
| _____ Posters | _____ Newsletters |
| _____ Safety Committee Meetings | _____ Bulletins |
| _____ Manuals | _____ Warning Labels |

Other, please specify:

Employees are encouraged to bring to the District’s attention any potential health or safety hazard that may exist in the work area. The attached Employee Safety Recommendation Form (Appendix B or equivalent) can be used for this purpose. These forms are available in the District Business Office and at each school site.

IIPP Administrators, Site Administrators, Supervisors, and Managers will follow up on all suggestions and investigate the concerns brought up through these communication methods. Feedback to the employees is critical and must be provided for effective two-way communication.

SAFETY COMMITTEES

The District has the option of using a combined employee/management safety committee to communicate work place safety issues. The **Committee Members** should represent a cross section of the District and meet at least quarterly. The committee meeting minutes should be posted at all district sites on the Employee Bulletin Board or disseminated via email and then posted.

The **Committee Members** responsibilities include, but are not limited to the following;

- review workplace injury investigations
- site inspection
- discuss new processes and procedures
- review employee safety suggestions
- offer recommendations to improve workplace safety efforts
- review current year injury statistics and create actions plans for improvement

The District may also approve the use of site or department level committees and those groups should follow the same protocols. Member rotation is a definitive benefit in the success of safety committees and every effort should be made to rotate committee members on a bi-annual basis.

HAZARD IDENTIFICATION

A health and safety inspection program is essential in order to reduce unsafe conditions which may expose employees to incidents that could result in personal injuries or property damage. It is the responsibility of the District's designated **Injury & Illness Prevention Program Administrator** to ensure that appropriate, systematic safety inspections are conducted periodically, by delegating that responsibility to **Site Administrators, Supervisors and Managers**.

Scheduled Safety Inspections

Upon initial implementation of this Program, inspection of all work areas will be conducted by **Site Administrators, Supervisors and Managers**. All inspections will be documented using the attached forms (Appendices C, D, E or equivalent) with appropriate abatement of any hazards detected.

Thereafter, safety inspections will be conducted at the frequency described below:

1. Annual inspections of all office areas will be conducted to detect and eliminate any hazardous conditions that may exist.
2. Periodic inspections of all potentially hazardous areas (shops, cafeterias, warehouses, gymnasiums, sheds, etc.) will be conducted to detect and eliminate any hazardous conditions that may exist.

Unscheduled Safety Inspections

1. Additional safety inspections will be conducted by **Site Administrators, Supervisors and Managers** whenever new equipment or changes in procedures are introduced into the workplace that presents new hazards, when previously unidentified hazards are recognized, or when workplace conditions warrant an inspection.
2. **Site Administrators, Supervisors and Managers** will conduct periodic unscheduled safety inspections of all potentially hazardous areas to assist in the maintenance of a safe and healthful workplace.
3. Safety reviews will be conducted by **Site Administrators, Supervisors and Managers** when occupational injury incidents occur to identify and correct hazards that may have contributed to the incident.

HAZARD CORRECTION

All hazards identified will be promptly investigated and alternate procedures implemented as indicated. The District recognizes that hazards range from imminent dangers to hazards of relatively low risk. Corrective actions or plans, including suitable timetables for completion, are the responsibility of the Site Administrators or Superintendent.

INCIDENT INVESTIGATIONS

The direct Supervisor of the injured employee, including but not limited to the following, **Superintendents, Site Administrators, Supervisors and Managers** will promptly investigate all incidents, injuries, occupational illnesses, and near-miss incidents. The investigation will include a visit to the scene of the incident, interviews of affected employees and witnesses, examination of the workplace factors associated with the specific incident, and determination of the cause(s) of the incident. Appropriate repairs or procedural changes will be promptly implemented to correct the hazards implicated in these events. The findings and corrective actions will be documented.

To ensure timely accounting for Workers' Compensation procedures, **both employee and supervisor** must complete their respective portions on the Report of Employee Injury/Exposure Form and District Incident Investigation Form available at the District Business Office or District/school site.

TRAINING

Effective dissemination of safety information lies at the very heart of a successful Injury & Illness Prevention Program. All employees must be trained in general safe work practices. In addition, **Site Administrators, Supervisors and Managers** will ensure that each employee is provided with specific instruction addressing potential injury and illness hazards that are unique to that job assignment.

General safe work practices

At a minimum, **Site Administrators, Supervisors and Managers** will ensure that all employees be trained in the following:

1. Injury & Illness Prevention Program
2. Fire Safety, Evacuation and Emergency Procedures
3. Hazard Communication (Chemical Safety and (Material) Safety Data Sheets)
4. Blood Borne Pathogens Exposure Control
5. Back Injury Prevention
6. Slip, Trip and Fall Injury Prevention

In addition to this general training, **Site Administrators, Supervisors and Managers** will ensure that each employee will be instructed on how to protect themselves from the hazards specific to their individual job duties. At a minimum this entails how to use workplace equipment, safe handling of hazardous materials and use of personal protective equipment. Training must be completed before beginning to work on assigned equipment and whenever new hazards or changes in procedures are implemented.

The **Assistant Superintendent-Human Resources** is responsible for providing **Site Administrators, Supervisors, and Managers** with the training necessary to familiarize themselves with the safety and health hazards their employees are exposed to. It is the responsibility of each **Site Administrator, Supervisor, and Manager** to know the hazards related to his/her employee's job tasks, and ensure they receive appropriate training.

1. **Supervisors** will ensure that all employees receive general and job-specific training prior to initial or new job assignments.
2. **Supervisors** will ensure that employees are trained whenever new substances, processes, procedures or equipment are introduced to the workplace which may create new hazards. Training must also be given when new or previously unrecognized hazards are brought to a supervisor's attention.
3. **Supervisors** will ensure that all training will be documented and kept in employee files.

DOCUMENTATION

Many standards and regulations of Cal/OSHA contain requirements for the maintenance and retention of records for occupational injuries and illnesses, medical surveillance, exposure monitoring, inspections and other activities relevant to occupational health and safety. To comply with these regulations, as well as, to demonstrate that the critical elements of this Injury & Illness Prevention Program are being implemented the **IIPP Administrators, Site Administrators, Supervisors, and Managers** will ensure that the following records are kept on file in the District Office or school site for at least the length of time indicated below:

1. **Copies of all IIPP Safety Inspection Forms. Retain 1 year.**
2. **Copies of all Incident Investigation Forms. Retain 1 year.**
3. **Copies of all Employee Training Checklists and related Training Documents. Retain 1 Year; unless employee works for less than 1 year, then they make take the individual training records with them.**
4. **Copies of all Safety Meeting Agendas/Minutes. Retain 1 year.**

The **IIPP Administrators** will ensure that these records are kept in their files and present them to Cal/OSHA or other regulatory agency representatives if requested. A review of these records will be conducted by the Injury & Illness Prevention Program Administrator during routine inspections to measure compliance with the Program.

Local governmental entities (any county, city, city and county, or district, or any public or quasi-public corporation or public agency therein, including any public entity, other than a state agency, that is a member of, or created by, a joint powers agreement) are not required to keep records concerning the steps taken to implement and maintain the Program.

A safe and healthy workplace must be the goal of everyone at Pajaro Valley Unified School District, with responsibility shared by **management and staff alike**.

APPENDIX A
INCIDENT INVESTIGATION CHECKLIST

INCIDENT INVESTIGATION CHECKLIST

When you are involved in an accident investigation, the notes you take will be important to determine what happened and to give clues for avoiding future incidents. The information that you record should focus on **who, what, when, where, how,** and **why** facts of the accident. The following is a list of sample questions that you may need to ask during an investigation to help you document many aspects of the accident scene.

WHO...

- Was involved in the accident?
- Was injured?
- Witnessed the accident?
- Reported the accident?
- Notified emergency medical services personnel?

WHAT...

- Happened?
- Company property was damaged?
- Evidence was found?
- Was done to secure the accident scene?
- Was done to prevent the recurrence of the accident?
- Level of medical care did the victims require?
- Was being done at the time of the accident?
- Tools were being used?
- Was the employee told to do?
- Machine was involved?
- Operation was being performed?
- Instructions had been given?
- Precautions were necessary?
- Protective equipment should have been used?
- Did others do to contribute to the accident?
- Did witnesses see?
- Safety rules were violated?
- Safety rules were lacking?
- New safety rules or procedures are needed?

WHEN...

- Did the accident happen?
- Was it discovered?
- Was the accident reported?
- Did the employee begin the task?
- Were the hazards pointed out to the employee?
- Did the Supervisor last check the employee's progress?

WHERE...

- Did the accident happen?
- Was the employee's Supervisor when the accident occurred?
- Were co-workers when the accident occurred?
- Were witnesses when the accident occurred?
- Does this condition exist elsewhere in the facility?
- Is the evidence of this investigation going to be kept?

HOW...

- Did the accident happen?
- Was the accident discovered?
- Were employees injured?
- Was the equipment damaged?
- Could the accident have been avoided?
- Could the Supervisor have prevented the accident from happening?
- Could co-workers avoid similar accidents?

WHY...

- Did the accident happen?
- Were employees injured?
- Did the employees behave that way?
- Was protective equipment not used?
- Weren't specific instructions given to the employee?
- Was the employee in that specific position or place?
- Was the employee using that machine or those tools?
- Didn't the employee check with the supervisor?
- Was the Supervisor not there at the time?

APPENDIX B

EMPLOYEE SAFETY SUGGESTION FORM

PAJARO VALLEY UNIFIED SCHOOL DISTRICT

EMPLOYEE SAFETY SUGGESTION FORM

LOCATION:

DEPT:

SUPERVISOR:

DATE:

IDENTIFICATION OF SAFETY OR HEALTH HAZARD

SUGGESTION FOR ABATEMENT OF THE SAFETY OR HEALTH HAZARD

DO NOT WRITE BELOW THIS LINE

Date complaint was investigated:

Investigated by:

Action taken:

Date Action was reported to the employee:

Comments:

APPENDIX C
OFFICE SAFETY INSPECTION CHECKLIST

PAJARO VALLEY UNIFIED SCHOOL DISTRICT

OFFICE SAFETY INSPECTION CHECKLIST

Date: _____ Location: _____ Phone: _____

Supervisor: _____ Department: _____

Inspector: _____ Job Title: _____

ADMINISTRATION AND TRAINING

- | Yes | No | N/A | |
|-----------------------|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 1. Does the department have a written Injury & Illness Prevention Plan? Is all departmental safety records maintained in a centralized file for easy access? Is it current? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 2. Have all of the employees attended an IIPP training class? If not, what percentage has received training? _____ |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 3. Does the department have a completed Emergency Action Plan? Percentage completed? _____ Is training being provided to employees on its contents? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 4. Are chemical products used in the office? (Are Material Safety Data Sheets maintained?) |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 5. Are the Cal/OSHA Information Poster, Workers' Compensation Bulletin, Annual Incident Summaries (must be posted during February, at a minimum) and Emergency Response Guide flipchart posted? Are the Safety Newsletter being sent to the area? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 6. Are annual workplace inspections being performed? Are records being maintained? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 7. Has there been any employee incidents from this department? Are there Incident Investigation Reports completed for each incident? |

GENERAL SAFETY

- | | | | |
|-----------------------|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 8. Are all exits, fire alarms, pull boxes, extinguishers, sprinklers, and fire notification devices clearly marked and unobstructed? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 9. Are all aisles/corridors unobstructed to allow unimpeded evacuations? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 10. Is a clearly identified, charged, currently inspected and tagged, wall-mounted fire extinguisher available within 75 feet of all work areas? (No empty wall hooks, charge needles in the red, missing plastic pin tabs or extinguishers on the floor.) |

GENERAL SAFETY (CONTINUED)

- | Yes | No | N/A | |
|-----------------------|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 11. Are ergonomic issues being addressed for administrative personnel using computers? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 12. Is a fully stocked first-aid kit available? Do all employees in the area know its location? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 13. Are all cabinets, shelves, or furniture above 5 feet in height secured to prevent toppling during an earthquake? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 14. Are all books and supplies stored so as not to fall during an earthquake? (Store heavy items low to the floor, shelf lips on shelves above work areas.) |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 15. Is the office kept clean of trash and are other recyclable materials removed promptly? |

ELECTRICAL/MECHANICAL SAFETY

- | | | | |
|-----------------------|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 16. Are all plugs, cords, electrical panels, and receptacles in good condition (no exposed conductors or broken insulation)? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 17. Are all circuit breaker panels accessible with each breaker appropriately labeled? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 18. Are fused power strips being used in lieu of receptacle adapters? Are additional outlets needed in some areas? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 19. Is lighting adequate throughout the work environment? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 20. Are extension cords being used correctly? (They must not be run through walls, doors, ceilings; not represent a trip hazard running across aisle ways; not to be used as a permanent source of electrical supply--use fused outlet strips or have additional outlets installed; not to be linked together. No "thin" zip cords.) |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 21. Are portable electric heaters being used? (If so, use fused power strips and locate away from combustible materials.) |

Comments

APPENDIX D

LABORATORY SAFETY INSPECTION CHECKLIST

PAJARO VALLEY UNIFIED SCHOOL DISTRICT
LABORATORY SAFETY INSPECTION CHECKLIST

Date: _____ Location: _____ Phone: _____

Supervisor: _____ Department: _____

Inspector: _____ Job Title: _____

HEALTH AND SAFETY MANAGEMENT

- | Yes | No | N/A | |
|-----------------------|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 1. Is there a Chemical Hygiene Program present? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 2. Are personnel trained in chemical health/physical hazards and laboratory safety? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 3. Do lab personnel have access to and are familiar with the use of Material Safety Data Sheets (MSDSs)? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 4. Has personnel using biohazards, toxins, and regulated carcinogens received documented special training? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 5. Are personnel instructed in emergency procedures (exits, location, and use of fire extinguishers, medical)? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 6. Has personnel been instructed on how to respond in the event of a chemical spill? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 7. Are complete training records and documents available for review by the Personnel Office and outside agencies? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 8. Has all hazards identified by the annual survey been abated? (Action records must be retained.) |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 9. Do laboratory personnel perform semi-annual lab inspections? (PI must retain records.) |

GENERAL SAFETY

- | | | | |
|-----------------------|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 10. Are rooms and cabinets containing regulated carcinogens, biohazards, and radioactive materials labeled? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 11. Are work areas clean and uncluttered? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 12. Do employees know the location of the first aid kit and is it accessible? |

GENERAL SAFETY (continued)

Yes	No	N/A	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	13. Is equipment greater than 5 feet tall seismically secured to prevent tipping during an earthquake?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	14. Do shelves have lips, wires, or other seismic restraints to prevent items from falling?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	15. Are food and beverages kept away from work areas and out of laboratory refrigerators or cabinets?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	16. Are fire extinguishers accessible and charged? (If not, please call Physical Plant Services.)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	17. Are sinks labeled, "Industrial Water – Do Not Drink"?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	18. Has personnel been instructed on the hazards of wearing contact lenses in the laboratory?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	19. Are protective gloves available and worn for laboratory procedures where skin absorption/irritation may occur?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	20. Are safety glasses or other eye protection available and worn in the laboratory?

Comments

Biosafety Cabinet: Date last inspected?

Types of regulated carcinogens:

Types and quantity of compressed gasses:

Gallons of flammable liquids:

Types of personnel protective equipment:

LABORATORY EQUIPMENT

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	21. Has chemical fume hoods been tested within the past year?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	22. Is storage in hood kept to a minimum and is it placed as not impede proper airflow?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	23. Does fume hood draw air (test with a tissue on hood edge) and is alarm installed and working?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	24. Is the lab ventilation negative with respect to corridors and offices?

LABORATORY EQUIPMENT (continued)

- | Yes | No | N/A | |
|-----------------------|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 25. Are rotating or moveable parts and belts guarded with screens having less than ¼ inch opening? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 26. Are refrigerators and freezers, which are used for storage of flammables, spark proof and properly labeled? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 27. Are non-spark proof refrigerators labeled as “Unsafe for Flammable Storage”? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 28. Are all gas cylinders restrained to prevent tipping or falling? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 29. Are valves of gas cylinders capped when not in use? |

HAZARDOUS MATERIALS

- | | | | |
|-----------------------|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 30. Are chemicals labeled to identify contents and hazards? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 31. Are regulated carcinogens handled safely to reduce employee exposure? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 32. Are chemicals separated by hazard class and stored to prevent spills (acids, bases, oxidizers, flammables, etc.)? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 33. Are chemicals inventoried with the chemical name, quantity on hand, and amount used per year? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 34. Are chemical wastes properly segregated and stored with “Waste Pick-up” tags attached to the containers? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 35. Are all hazardous wastes disposed of properly and not poured into the sewer system? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 36. Is a plumbed emergency eyewash station available within 100 feet of all areas where chemicals may splash onto an employee’s body? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 37. Is a plumbed emergency eyewash station available within 100 feet of all areas where chemicals may splash or mechanical hazards such as grinding? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 38. Are ether and other peroxide formers dated? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 39. Are sharps stored in puncture-proof containers and labeled appropriately (infectious waste or hazardous waste)? |

FIRE AND ELECTRICAL SAFETY

Yes	No	N/A	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	40. Are fire doors unobstructed and readily closeable?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	41. If greater than 10 gallons of flammables are stored, is an approved flammable storage cabinet used?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	42. Are flammable liquids stored in less than 1-gallon quantity or kept in less than 2-gallon safety cans?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	43. Are flammable liquids limited to 60 gallons per fire area?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	44. Are plugs, cords, and receptacles in good condition (no splices or frayed cords)?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	45. Is all equipment properly grounded?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	46. Are extension cords used? (These are not to be used in place of permanent wiring, running through walls, ceilings, doors, etc.)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	47. Are all electrical boxes, panels, receptacles, and fittings covered to protect against electrical shock?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	48. Are control switches, circuit breakers, electrical panels, and emergency power cabinets free of obstructions?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	49. Are circuit breakers labeled to indicate what equipment is served by each?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	50. Have all outlet adapters been removed? (Install additional outlets or use fused power strips if current demand is within the strip's rating.)

Comments

APPENDIX E
FACILITY SAFETY INSPECTION CHECKLIST

PAJARO VALLEY UNIFIED SCHOOL DISTRICT

FACILITY SAFETY INSPECTION CHECKLIST

Date: _____ Location: _____ Phone: _____

Supervisor: _____ Department: _____

Inspector: _____ Job Title: _____

ADMINISTRATION AND TRAINING

- | Yes | No | N/A | |
|-----------------------|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 1. Have all employees received General Safety Training (fire, earthquake, VDTs, lifting, emergency evacuation, etc.)? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 2. Are all employees familiar with the use of MSDSs? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 3. Have all employees been instructed on how to operate the equipment they are required to use? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 4. Have all employees been trained in how to protect themselves from the hazards identified in their work area? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 5. Are all employees current on any specialized training needed such as lockout, confined space, respirators, etc.? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 6. Are all training records up to date for each employee? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 7. Do all employees have access to the Departmental Emergency Action Plan and know their responsibilities? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 8. Are the Cal/OSHA information poster, Workers' Compensation Bulletin and Annual Injury & Illness Summaries posted in employee work areas? |

FIRE SAFETY

- | | | | |
|-----------------------|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 9. Are all fire exits clearly marked and unobstructed? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 10. Is the trash, debris, and oily rags removed from the shop daily? Are metal cans available for storage of oily rags? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 11. Are all aisles cleared for at least a 44-inch pathway and building exit corridors completely clear for safe egress? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 12. Are all flammable solvents in excess of 10 1-gallon containers stored in approved flammable storage cabinets? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 13. Are spray-painting operations, which employ flammable materials, conducted inside spray booths? |

FIRE SAFETY (continued)

- | Yes | No | N/A | |
|-----------------------|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 14. Are flammable and combustible materials stored at least 25 feet away from heat or ignition sources? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 15. Are flammable gas cylinders stored at least 25 feet away from oxygen cylinders or ignition sources? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 16. Are fire separators intact (no holes in firewalls, no doors to exit corridors propped open, etc.)? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 17. Are fully charged, wall-mounted fire extinguishers (of the appropriate type) available within 75 feet of all workstations? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 18. Are employee workstations arranged to be comfortable without unnecessary strain on backs, arms, necks, etc.? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 19. Is there an inspection card attached to each fire extinguisher and are monthly inspections properly documented? |

ELECTRICAL SAFETY

- | | | | |
|-----------------------|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 20. Are all plugs, cords, panels, and receptacles in good condition (no exposed conductors or broken insulation)? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 21. Are all circuit breaker panels accessible with labels identifying each switch's function? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 22. Are plug adapters banned? (Install additional outlets or properly rated fused power strips in lieu of plug adapters.) |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 23. Is permanent building wiring installed away from public contact (in conduit, raceways, or walls)? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 24. Are Ground Fault Circuit Interrupters (GFCI) available for use in wet areas? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 25. Are the wheels on rolling files or other mobile equipment free from binding when rolled? |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 26. Are extension cords in use? (These are not to be run through walls, ceilings, or doors, and are not safe for permanent equipment. Unplug extension cords daily or replace with fused power strips if current demand is within the strip's rating. Otherwise, install additional outlets to reach equipment. Do not link extension cords together.) |

MECHANICAL SAFETY

Yes	No	N/A	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	27. Is defective equipment promptly repaired? (If defects pose an imminent danger, then remove and place out of service.)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	28. Are all machine guards for belts, gears, and points of operation in place and adjusted properly?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	29. Are machine and tool switches safe (easy access to disengage, stay off if de-energized and re-started)?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	30. Are gas welding torches equipped with flashback arrestors? Are arc welders properly grounded with safe wiring?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	31. Are air tanks greater than 1.5 cubic feet (11.22 gal.) capacity inspected as evidenced by a current posted Cal/OSHA permit?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	32. Are cranes, slings, ropes, hoists, jacks, jack stands, etc., inspected prior to each use and used safely?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	33. Are floors maintained clean, spills wiped up promptly, and anti-slip materials used where moisture is prevalent?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	34. Are all cabinets, shelves, and equipment greater than 5 feet high secured to prevent injury to custodial personnel?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	35. Are cutting blades disposed of in rigid containers to prevent injury to custodial personnel?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	36. Are guardrails installed around floor openings and lofts, along catwalks, etc., to prevent employee falls?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	37. Are potable water, soap, and towels available for hand washing?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	38. Are all plumbing fixtures served by Industrial Water labeled to prohibit drinking?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	39. Are forklifts inspected frequently for defects, equipped with proper safety devices and operated safely?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	40. Are excessive noise levels adequately controlled?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	41. Are approved first aid kit available and its location known to all employees?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	42. Are stacked and shelved items stored to prevent falling during an earthquake? (Advise installing 2 inch shelf lips or other means of restraining items, especially above exits and employee workstations.)

MECHANICAL SAFETY (continued)

Yes	No	N/A	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	43. Are cross-connections between potable water and sewer inlets promptly abated (remove hoses which extend into sinks or down drains), and leaking backflow protection devices promptly repaired?

HAZARDOUS MATERIALS/PERSONAL PROTECTION

Yes	No	N/A	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	44. Are chemicals stored to prevent spills?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	45. Are carcinogens handled safely to reduce employee exposure?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	46. Are chemicals separated by Hazard Class (acids, bases, oxidizers, flammables, etc.)?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	47. Are chemicals inventoried with copies provided to the Personnel Office?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	48. Are chemical wastes properly segregated and stored with Waste Pickup Tags attached to the containers?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	49. Are all hazardous wastes disposed of properly and not poured into the sewer system?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	50. Is a plumbed emergency shower available within 100 feet of all areas where chemicals may splash onto an employee's body?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	51. Are gloves suitable for the hazard warranting protection (chemicals, heat, friction, etc.) available?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	52. Is eye protection suitable for the hazard warranting protection (welding, chemicals, particulates, etc.) available?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	53. Is a plumbed emergency eyewash station available within 100 feet of all chemical splash or mechanical hazards such as grinding operations?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	54. Is hearing protection suitable for the hazards warranting protection available?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	55. Are safety shoes available for those employees subject to falling objects and other foot impact hazards?
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	56. Are hard hats available for employees subject to falling objects, low overhead obstructions, etc.?

HAZARDOUS MATERIALS/PERSONAL PROTECTION (continued)

Yes No N/A

 57. Are aprons or other suitable clothing available for employees subject to chemicals, oil, grease, etc.?

 58. Are lockout locks and tags available for employees who work on equipment served by hazardous energy sources?

Comments

COVID-19 SUPPLEMENT

It is the policy of Pajaro Valley Unified School District to ensure a safe and healthy environment for employees, staff, and students. Communicable and infectious diseases are minimized by providing prevention, education, identification through examination, surveillance, immunization, treatment and follow-up, isolation, and reporting.

Guidelines

These guidelines include infection prevention measures, including:

- Actively encouraging sick employees to stay home.
- Sending employees with acute respiratory illness symptoms home immediately.
- Providing information and training to employees on:
 - Cough and sneeze etiquette.
 - Hand hygiene.
 - Avoiding close contact with sick persons.
 - Avoiding touching eyes, nose, and mouth with unwashed hands.
 - Avoiding sharing personal items with co-workers (i.e., dishes, cups, utensils, towels).
- Providing tissues, no-touch disposal trash cans, and hand sanitizer for use by employees.
- Providing information to allow physical distancing:
 - Allowing flexible worksites, telecommuting, and flexible work hours to increase physical distance among employees.
 - Using other methods of minimizing exposure between employees, and between employees and the public.
 - Postponing or canceling large work-related meetings or events.
- Performing routine environmental cleaning of shared workplace equipment and furniture (disinfection beyond routine cleaning is not recommended).
- Cleaning and Disinfecting
 - How to clean and disinfect
 - After someone is sick

Employee Training

Ensure regular training for employees on the following topics using methods that are easy to understand including verbal, visual, web based-online, audiovisual and picture-centered handouts and other resources:

- What is COVID-19 and how is it spread
- Signs and symptoms of COVID-19
- When to seek medical attention if not feeling well
- Prevention of the spread of COVID-19 if you are sick
- Physical distancing guidelines

- Importance of washing hands with soap and water or use of hand sanitizer if soap and water are not readily available.

What is Covid-19?

On February 11, 2020, the World Health Organization announced an official name for the disease that is causing the 2019 novel coronavirus outbreak, first identified in Wuhan China. The new name of this disease is Coronavirus disease 2019, abbreviated as COVID-19. In COVID-19, 'CO' stands for 'corona,' 'VI' for 'virus,' and 'D' for disease. Formerly, this disease was referred to as “2019 novel coronavirus” or “2019-nCoV”. There are many types of human coronaviruses including some that commonly cause mild upper-respiratory tract illnesses. COVID-19 is a new disease, caused by a new coronavirus that has not previously been seen in humans. There is currently no vaccine to prevent COVID-19.

What are the Symptoms of COVID-19?

Symptoms may appear 2-14 days after exposure to the virus. People with these symptoms may have COVID-19:

- Cough
- Shortness of breath or difficulty breathing
- Fever
- Chills
- Fatigue
- Muscle ache
- Congestion/Runny Nose
- Sore throat
- Headache
- New loss of taste or smell
- Nausea
- Vomiting
- Diarrhea
- Other symptoms not identified

Procedures to Help Prevent the Spread of COVID-19

Protect Yourself

Older adults and people who have severe underlying medical conditions like heart or lung disease or diabetes seem to be at higher risk for developing serious complications from COVID-19 illness.

How does it spread?

- There is currently no vaccine to prevent coronavirus disease 2019 (COVID-19).
- The best way to prevent illness is to avoid being exposed to this virus.
- The virus is thought to spread mainly from person-to-person.
- Between people who are in close contact with one another (within about 6 feet).
- Through respiratory droplets produced when an infected person coughs, sneezes or talks.
- These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs.

Some recent studies have suggested that COVID-19 may be spread by people who are not showing symptoms.

To prevent the spread of respiratory infections from one person to the next, frequent hand washing is recommended.

Germs can spread from other people or surfaces when:

Touching eyes, nose, and mouth with unwashed hands

Prepare or eat food and drinks with unwashed hands

Touch a contaminated surface or objects

Blowing nose, coughing, or sneezing into hands and then touching other people's hands or common objects.

Touching an item or surface in a public area that may be frequently touched by other people, such as door handles, tables, etc.

Hand Hygiene

Hand hygiene procedures include the use of alcohol-based hand rubs and hand washing with soap and water. Washing hands with soap and water is the best way to get rid of germs in most situations, and it is one of the most effective ways to prevent the spread of germs. If soap and water are not readily available, use an alcohol-based hand sanitizer (containing 60-95% alcohol).

- Hand washing with Soap and Water:

Wet hands first with water (avoid using hot water).

Apply soap to hands.

Rub hands vigorously for at least 20 seconds, covering all surfaces of hands and fingers.

Rinse hands with water and dry thoroughly with paper towel.

Use paper towel to turn off water faucet.

Alcohol-based hand rub is an ideal method for decontaminating hands, except when hands are visibly soiled (e.g., dirt, blood, body fluids), and may not remove harmful chemicals from hands like pesticides and heavy metals, in which case soap and water should be used. Hand hygiene stations should be strategically placed to ensure easy access.

- Using Alcohol-based Hand Rub (follow manufacturer's directions):

Dispense the recommended volume of product;

Apply product to the palm of one hand; and

Rub hands together, covering all surfaces of hands and fingers until they are dry (no rinsing is required), this should take around 20 seconds.

Handwashing facilities will be maintained to provide adequate supply of hand washing soap and paper towels.