EMPLOYEE SAFETY

The Monterey County Office of Education (MCOE) is committed to maximizing employee safety and believes that workplace safety is every employee's responsibility. Working conditions and equipment shall comply with standards prescribed by federal, state, and local laws and regulations.

(cf. 0450-Comprehensive Safety Plan)

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

MCOE expects all employees to use safe work practices, and, to the extent possible, correct any unsafe conditions which may occur. If an employee is unable to correct an unsafe condition, he/she shall immediately report the problem to their immediate supervisor.

An MCOE administrator shall promote safety and correct any unsafe work practices through education and enforcement.

(cf. 4117.4-Dismissal)
(cf. 4118-Supsension/Disciplinary Action)

The Assistant Superintendent of Human Resources shall establish and ensure implementation of a written injury and illness prevention program in accordance with law. [Labor Code 6401.7]

(cf. 3514-Environmental Safety)
(cf. 3514.1-Hazardous Substances)
(cf. 3516-Emergencies and Disaster Preparedness Plan)
(cf. 4119.41/4219.41/4319.41-Employees with Infectious Disease)
(cf. 4119.42/4219.42/4319/42-Exposure Control Plan for Bloodborne Pathogens)
(cf. 4119.43/4219.43/4319.43-Universal Precautions)
(cf. 4157.2/4257.2/4357.2-Ergonomics)
(cf. 4158/4258/4358 Employee Security)

The Assistant Superintendent of Human Resources or designee shall ensure the ready availability of first aid materials at district workplaces and shall make effective

provisions, in advance, for prompt medical treatment in the event of an employee's serious injury or illness. [8O CCR 3400]

No employee shall be discharged on discriminated against for making complaints, instituting proceedings, or testifying with regard to employee safety or health or for participating in any occupational health and safety committee established pursuant to Labor Code 6401.7 [Labor Code 6310]

Legal Reference:

EDUCATION CODE

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

GOVERNMENT CODE

3543.2	*Scope of bargaining*

LABOR CODE

3300	*Definitions*
6305	*Occupational safety and health standards; special order*
6310	*Retaliation for filing complaint prohibited*
6400-6413.5	*Responsibilities and duties of employers and employees, especially;*
6401.7	*Injury and illness prevention program*

CODE OF REGULATIONS

1910.95	*Noise Standards*