



Superintendent Policy

SP 4157

Personnel

July 6, 2021

EMPLOYEE SAFETY

The Santa Cruz County Office of Education (Santa Cruz COE) 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.

No Employee shall be required or permitted to be in any place of employment which is unsafe or unhealthful. **(Labor Code 6402)**

The Santa Cruz COE 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 should immediately report the problem to their immediate supervisor.

A Santa Cruz COE administrator should promote safety and correct any unsafe work practices through education and enforcement.

The Santa Cruz County Superintendent of Schools (County Superintendent) or designee will establish and ensure implementation of a written injury and illness prevention program in accordance with law. **(Labor Code: 6401.7)**

The County Superintendent or designee will ensure the ready availability of first aid materials at Santa Cruz COE workplaces and shall make effective provisions, in advance, for prompt medical treatment in the event of an employee's serious injury or illness. **(80 CCR 3400)**

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

LEGAL REFERENCE:

EDUCATION CODE

32030 – 32034: Eye Safety

32225 – 32226: 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