

## 5.10.110-P Occupational Safety and Health Program

The Oregon Safe Employment Act (OSEAct) was enacted in 1973 to ensure the occupational safety and health of Oregon's workforce. In Oregon, OR-OSHA (the Oregon Occupational Safety and Health Division) administers the OSEAct and enforces Oregon's occupational safety and health rules. These rules establish minimum safety and health standards for all workplaces.

It is the policy of the Board that PPS will fully comply with the OSEAct. The objective is to establish and implement an occupational safety and health program that will reduce the number of injuries and occupational illnesses to an absolute minimum.

We recognize that the responsibilities for occupational safety and health are shared:

- The Board and superintendent accept responsibility for leadership of the safety and health program, for its effectiveness and improvement, and for providing the safeguards required to ensure safe work conditions;
- Managers and supervisors are responsible for providing on-site leadership for the safety and health program, for assuring employees a safe workplace by utilizing injury and illness data to proactively identify trends and make appropriate changes that will prevent further occupational injuries and illnesses, by responding to complaints from workers and abating health and safety hazards, and modeling compliance with all safety and health rules and regulations and assuring that all employees do the same.
- Employees are responsible for continuously practicing safe work methods while performing their duties, bringing safety and health hazards to the attention of their supervisor and/or safety committee representatives, and for complying with all safety and health rules.

A key element of a functioning safety and health program are safety committees. Safety committees are an opportunity for management and labor to collaborate and participate in shared decision-making regarding employee safety and health issues. They also provide a process to assure that safety and health concerns are communicated to the appropriate district staff and the superintendent when necessary.

- (1) The superintendent shall develop administrative directives and procedures necessary to implement an occupational safety and health program that includes:
  - (a) Management commitment and accountability;

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- (b) Employee accountability;
  - (c) Employee involvement;
  - (d) Education and training;
  - (e) Hazard identification and control;
  - (f) Incident investigation; and
  - (g) Periodic program review.
- (2) The superintendent shall assure that appropriate levels of safety committees are developed and function at a level that will assure that lines of communication between safety committees in the buildings and the central district office are strong and accountable.
- (3) The superintendent shall report annually, or when requested, to the Board on the rate and type of reported occupational injuries and illnesses and the steps taken to assure abatement with any applicable hazards.

Although the district's occupational safety and health program addresses the safety and health of employees, the Board recognizes the district's role in preparing students for the workplace, including helping students to understand their role in safety and health program as employees.

With the introduction of CAM, all high school students will be involved in career-related learning experiences, some of which will occur in actual workplaces. The Board is committed to assuring that all career-related learning experiences are conducted in a safe environment and that safety management is a component of these experiences.

- (1) The superintendent shall develop a plan to assure that career-related learning programs comply with the OSEAct and integrate safe work habits and attitudes into the day-to-day class work.

Legal References: ORS 654, Oregon Safe Employment Act

History: Adpt. 6/24/02