



EMID 6067 Board Policy 807  
(required policy)

Adopted: June 17, 2015

Revised: April 20, 2016; October 19, 2016

## **807 HEALTH AND SAFETY POLICY**

### **I. PURPOSE**

The purpose of this policy is to assist EMID in promoting health and safety, reducing injuries, and complying with federal, state, and local health and safety laws and regulations.

### **II. GENERAL INFORMATION**

- A. The policy of EMID is to implement a health and safety program that includes plans and procedures to protect employees, students, volunteers, and members of the general public who enter an EMID program site. The objective of the health and safety program will be to provide a safe and healthy learning environment; to increase safety awareness; to help prevent accidents, illnesses, and injuries; to reduce liability; to assign duties and responsibilities to EMID staff to implement and maintain the health and safety program; to establish written procedures for the identification and management of hazards or potential hazards; to train EMID staff on safe work practices; and to comply with all health and safety, environmental, and occupational health laws, rules, and regulations.
- B. All EMID employees have a responsibility for maintaining a safe and healthy environment within EMID and are expected to be involved in the health and safety program to the extent practicable.

### **III. PROCEDURES**

- A. The administration will adopt and implement written plans and procedures for identification and management of hazards or potential hazards existing within EMID in accordance with federal, state, and local laws, rules, and regulations. Written plans and procedures will be maintained, updated, and shall be an addendum to this policy. .
- B. To the extent that federal, state, and local laws, rules, and regulations do not exist for identification and management of hazards or potential hazards, the administration shall evaluate other available resources and generally accepted best practice recommendations. Best practices are techniques or actions which, through experience or research, have consistently proven to lead to specific positive outcomes.



- C. EMID shall monitor and make good faith efforts to comply with any new or amended laws, rules, or regulations to control potential hazards.

#### **IV. PROGRAM AND PLANS**

- A. For the purpose of implementing this policy, the administration will, within the budgetary limitations adopted by the EMID Board, implement a health and safety program that includes specific plan requirements in various areas. Areas that may be considered include, but are not limited to, the following:
  - 1. Fire and Life Safety
  - 2. Employee Right to Know
  - 3. Emergency Action Planning
  - 4. Combustible and Hazardous Materials Storage
  - 5. Accident and Injury Reduction
  - 6. Infectious Waste / Blood borne Pathogens
  - 7. Electrical Safety
  - 8. First Aid / CPR / AED
  - 9. Food Safety Inspection
  - 10. Hazardous Waste
  - 11. Hearing Conservation
  - 12. Integrated Pest Management
  - 13. Personal Protection Equipment (PPE)
  - 14. Playground Safety
  - 15. Respiratory Protection
  - 16. Fall Protection
- B. The administration shall establish procedures to ensure, to the extent practicable, that all employees are properly trained and instructed in job procedures, crisis response duties, and emergency response actions where exposure or possible exposure to hazards and potential hazards may occur.
- C. The administration shall conduct or arrange periodic safety inspections. Any identified hazards, unsafe conditions, or unsafe practices will be documented and corrective action taken to the extent practicable to control that hazard, unsafe condition, or unsafe practice.
- D. Communication from employees regarding hazards, unsafe or potentially unsafe working conditions, and unsafe or potentially unsafe practices is encouraged in either written or oral form. No employee will be retaliated against for reporting hazards or unsafe or potentially unsafe working conditions or practices.
- E. In the event of an accident or a near miss, EMID shall promptly cause an accident investigation to be conducted in order to determine the cause of the incident and to take action to prevent a similar incident. All accidents and near misses must be reported to the Executive Director as soon as possible.



## **V. ENFORCEMENT**

Enforcement of this policy is necessary for the goals of EMID's health and safety program to be achieved. Within applicable budget limitations, EMID employees will be trained and receive periodic reviews of safety practices and procedures, focusing on areas that directly affect the employees' job duties. Willful violations of safe work practices may result in disciplinary action in accordance with applicable EMID policies.

***Legal References:*** Minn. Stat. § 123B.56 (Health, Safety, and Environmental Management)  
Minn. Stat. § 123B.57 (Capital Expenditure: Health and Safety)  
Minn. Stat. § 182.676 (Safety Committees)  
Minn. Rules Part 5208.0010 (Applicability)  
Minn. Rules Part 5208.0070 (Alternative Forms of Committee)

***Cross References:*** EMID Policy 407 (Employee Right to Know – Exposure to Hazardous Substances)  
EMID Policy 701 (Establishment and Adoption of District Budget)  
EMID Policy 806 (Crisis Management Policy)