

INJURY AND ILLNESS PREVENTION PROGRAM

Willows Unified School District
823 West Laurel Street
Willows, CA 95988

Dr. Mort Geivett or Mrs. Ellen Hamilton
Willows Unified School District
823 West Laurel Street
Willows, CA 95988

530-934-6600 ext. 2 or ext. 6

ASSIGNMENT OF RESPONSIBILITY (Title 8 California Code of Regulations §3203(a)(1))

Our school district's lead Injury and Illness Prevention Program (IIPP) administrator is:

Dr. Mort Geivett, Superintendent
823 West Laurel Street
Willows, CA 95988
530-934-6600 ext. 2

(Optional) Our school district's co-administrator for our IIPP is:

Mrs. Ellen Hamilton, Director of State and Federal Programs
823 West Laurel Street
Willows, CA 95988
530-934-6600 ext. 6

The responsibilities of our IIPP Administrator(s) include (check all that apply):

- Preparing and updating our district's IIPP
 - Implementing the provisions in our IIPP
 - Making sure each site has a copy of our IIPP
 - Making sure hazards, injuries and accidents in each site are routinely investigated
 - Taking action to mitigate identified hazards
 - Establishing a district wide Safety Committee and designating a chairperson
 - Establishing procedures for employee reporting of workplace hazards, accidents, injuries and general safety concerns
- (Optional but recommended.) Each school in our district has been assigned a safety coordinator. School-site safety coordinators are responsible for implementing and maintaining this IIPP at their school sites and for answering employee questions about the district's IIPP. Each school-site safety coordinator has a copy of this IIPP. A list of all the

¹ This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

district's school-site safety coordinators who will implement and maintain the IIPP at their school sites is attached as Form A.

The responsibilities of our school-site safety coordinators include (check all that apply):

- Conducting routine safety inspections
- Participating on the district wide Safety Committee
- Participating in the mitigation of identified hazards
- Communicating with employees about safety

The responsibilities of all school employees include:

- Reporting unsafe conditions, work practices or accidents to their supervisors or the school site safety coordinator immediately.
- Following safe work practices.
- Using appropriate personal protective equipment as instructed by their supervisors

This IIPP applies to all schools in our district.

In addition to the IIPP, schools in our district have school-specific employee safety plans.

HAZARD ASSESSMENT / INSPECTION (Title 8 CCR §3203(a)(4))

Periodic inspections to identify and evaluate hazards in our schools sites will be performed by one or more of the following checked individuals:

- School-site safety coordinators at their school sites
- Our district's IIPP Administrator(s)
- Other: Lead Maintenance Personnel

Periodic inspections are performed as needed according to the following schedule:

- When we initially established our IIPP.¹
- Whenever new substances, processes, procedures or equipment which present potential new hazards are introduced into our workplace.¹
- Whenever new, previously unidentified hazards are recognized.¹
- Whenever occupational injuries and illnesses occur.¹
- Whenever workplace conditions warrant an inspection.¹
- When we hire and/or reassign permanent or intermittent employees to processes, operations, or tasks for which a hazard evaluation has not been previously conducted.¹

¹ This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

ACCIDENT/EXPOSURE INVESTIGATIONS (Title 8 CCR §3203(a)(5))

Investigations of workplace accidents, hazardous substance exposures and near accidents will be conducted by:

Dr. Mort Geivett and/or Lead Maintenance Personnel

Name and Job Title

Our procedures for investigating workplace accidents and hazardous substance exposures include:

- Visiting the scene as soon as possible.¹
- Interviewing injured employees and witnesses.¹
- Determining the cause of the accident/exposure.¹
- Examining the workplace and the incident for underlying causes associated with the accident/exposure.¹
- Taking corrective action to prevent the accident/exposure from reoccurring.¹
- Recording the findings and actions taken.

HAZARD CORRECTION (Title 8 CCR §3203(a)(6))

Unsafe or unhealthy work conditions, practices or procedures will be corrected in a timely manner based on the severity of the hazards. Hazards will be corrected according to the following procedures:

- When observed or discovered;¹ and
- When an imminent hazard exists which cannot be immediately abated without endangering employee(s) and/or property, we will remove all exposed employees from the area except those necessary to correct the existing condition. Employees who are required to correct the hazardous condition will be provided with the necessary protection and training.¹
- We have a plan/policy for addressing the following hazards we have identified in our schools (check all that apply):
 - Slip and fall hazards and ladder safety
 - Chemicals covered under Cal/OSHA's Hazard Communication standard, including pesticides, cleaning products, lab chemicals, etc.
 - Lead paint
 - Asbestos
 - Ergonomic hazards
 - Infectious diseases, including bloodborne and aerosol transmissible diseases
 - Outdoor heat
 - Violence
 - Indoor air quality

¹ This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

COMMUNICATION WITH EMPLOYEES ABOUT SAFETY (Title 8 CCR §3203(a)(3))

All supervisors are responsible for communicating with their employees about occupational safety and health in a form readily understandable by all employees. Our communication system encourages all employees to inform supervisors about workplace hazards without fear of reprisal.

Our communication system includes all of the following checked items:

- A. New employee orientation including a discussion of safety and health policies and procedures.¹
 - Follow-through by supervisors to ensure effectiveness.¹
 - Worksite-specific health and safety training.¹
 - Regularly scheduled safety meetings.¹ Our safety meetings are held on the following schedule: At least once in the Fall and one in the Spring
 - Effective communication of safety and health concerns between employees and supervisors, including language translation where appropriate.¹
 - Posted or distributed safety information.¹
 - A system for employees to anonymously inform administration about workplace hazards.¹ This system involves: training at the beginning of school and verbally letting staff they can report any incidents to any administrators. Our safety meetings are held more frequently as deemed necessary by the creation of hazards or occurrence of injuries and illnesses.
 - Other methods we use to ensure communication with and involvement of employees include: Monthly Safety Memo and Newsletter

--OR--

- B. Our district elects to use a labor/management health and safety committee to meet all the requirements of Title 8 CCR §3203(c)(1) – (7), thereby complying with the communication requirements of Title 8 CCR §3203(a)(3).

¹ This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

TRAINING AND INSTRUCTION (Title 8 CCR §3203(a)(7))

All employees, including supervisors, will have training and instruction on general and job-specific safety and health practices. Training and instruction is provided according the following schedule:

- When our IIPP was first established.¹
- To all new employees.¹
- To all employees given new job assignments for which training has not previously provided.¹
- Whenever new substances, processes, procedures, or equipment are introduced to the school district and represent a new hazard.¹
- Whenever anyone is made aware of a new or previously unrecognized hazard.¹
- To supervisors to familiarize them with the safety and health hazards to which employees under their immediate direction and control may be exposed.¹
- To all employees about the hazards specific to each employee's job assignment.¹

This training will include (but is not limited to):

- An explanation of our IIPP, emergency action plan, fire prevention plan, measures for reporting any unsafe conditions, work practices, injuries and any additional instructions that are needed.
- The availability of toilet, hand-washing, and drinking water facilities.
- Provisions for medical services and first aid, including emergency procedures.
- Proper housekeeping, such as keeping stairways and aisles clear, keeping work areas neat and orderly, and promptly cleaning up spills.
- Prohibiting horseplay, scuffling, or other acts that adversely influence safety.
- Proper storage to prevent:
 - stacking goods in an unstable manner
 - storing materials and good against doors, exits, for extinguishing equipment and electrical panels.

Where applicable, our training may also include:

- The prevention of musculoskeletal disorders, including proper lifting techniques.
- The use of appropriate clothing, including gloves, footwear, and personal protective equipment.
- Information about chemical hazards to which employees could be exposed and other hazard communication program information.
- Proper food and beverage storage to prevent them from becoming contaminated.
- On any other topics listed in the **Hazard Correction** section of this plan.

In addition, we provide specific instructions to all employees regarding hazards unique to their job assignment, to the extent that such information was not already covered in other trainings.

¹ This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

EMPLOYEE COMPLIANCE WITH SAFETY PROCEDURES (Title 8 CCR §3203(a)(2))

Management is responsible for ensuring that all safety and health policies and procedures are clearly communicated and understood by all employees. Supervisors and lead personnel are expected to enforce the rules fairly and uniformly.

All district employees, including supervisors, are responsible for complying with safe and healthful work practices. Our system of ensuring that all employees comply with these practices includes all of the following checked practices:

- Informing employees of the provisions of our IIPP.
- Evaluating the safety performance of all employees.
- Providing training to employees whose safety performance is deficient.
- Recognizing employees who perform safe and healthful work practices.
- Disciplining employees for failure to comply with safe and healthful work practices. The following outlines our disciplinary process: Collective Bargaining Agreement

RECORDKEEPING AND DOCUMENTATION (Title 8 CCR 3203(b))

Although school districts are not required to keep records or documentation of the elements of an IIPP, except the written program itself, our school district maintains the following records to help us more efficiently and effectively implement our IIPP (optional):

- Records of scheduled and periodic inspections (to identify unsafe conditions and work practices, including the names of the person(s) conducting the inspection, the unsafe conditions and the work practices that have been identified, as well as the action(s) taken to correct the identified unsafe conditions and work practices. These records are maintained for at least one (1) year.
- Documentation of our safety and health training.

The master copy of this IIPP can be found at: Willows Unified School District Office

Other copies of the IIPP can be found at: WUSD Website (www.willowsunified.org)

¹ This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.

Form A: School Site Safety Coordinators

The following school-site safety coordinators are responsible for maintaining our district’s Injury and Illness Prevention Program and communicating with employees about our IIPP at their sites:

Murdock Elementary School	Mr. Ron Bazan
Willows Intermediate School	Mr. Mark Huntley
Willows High School	Mr. Greg Kitchen
Willows Community High School	Dr. Mort Geivett
District-Wide	Mr. Steven Permann

¹ This item is an activity that is required by Cal/OSHA for compliance with the IIPP standard.