



**California Workplace Safety  
Pacific Union Conference**

# **Injury and Illness Prevention And Workplace Violence Prevention Program**

**July 1, 2024**



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## **INTRODUCTION**

The purpose of this Injury & Illness and Workplace Violence Prevention Plan program is to provide a comprehensive plan for workplace safety in accordance with the requirements of the California Labor Code – Title 8, Section 3203 and Section 6401.9. This written plan outlines and reinforces the organization’s commitment to providing a safe workplace for its employees and volunteers.

Pacific Union College is committed to maintain a safe environment for its employees, volunteers, students and public guests who enter our facilities or receive services from our organization. To meet this duty the organization has undertaken a pro-active approach to implement a safety program that focuses on risk reduction and loss prevention measures and training.

It is the policy of Pacific Union College to conduct its operations in conformance with applicable laws, regulations, and relevant published standards and practices for health, safety and environmental protection.

# Injury & Illness Prevention Plan

## RESPONSIBILITY

The Injury and Illness Prevention (IIP) Program administrator is Joy Hirdler, and she has the authority and the responsibility for implementing and maintaining this IIP Program for Pacific Union College.

The Injury and Illness Prevention Program administrator is responsible for the following duties:

- Formulate, administer, evaluate, and prepare appropriate adjustments to the organization's safety, health and property protection programs.
- Provide periodic reports to administration on all risk control programs in progress, including strategic plans for reducing losses and documentation of incident frequency and severity.
- Prepare incident reports, investigate incidents, and make sure that timely corrective action is taken. Administration must be regularly informed of progress on corrections and benchmark achievements.
- Establish a system that allows employees or others to anonymously report unsafe or potentially hazardous workplace conditions. Evaluate all reports submitted and take necessary actions to mitigate the hazard.
- Assist in training employees in safety and health matters. The program administrator will review records of new employee safety orientation and all ongoing training programs. Training program elements and schedule will be based both on regulatory compliance and reduction in incidents and their costs.
- Perform hazard surveillance and supervise risk control inspections and surveys made by the safety committee and/or others to discover and correct unsafe work practices before they cause accidents.
- Make certain that work practices comply to Federal, state, and local laws, standards or codes.
- Initiate and promote risk control communications in meetings and correspondence, and conduct activities that will stimulate the interest and maintain the accountability of risk control.
- Work with the safety committee to help them understand their role and responsibilities.
- Coordinate loss prevention consulting activity and support provided by outside professional organizations.
- Work in coordination with the Human Resources Department and supervisors to assure the prompt claims reporting with the workers' compensation TPA and preferred medical provider(s).

A written copy of this IIP Program will be maintained in the main office at each facility. The organization will also post an electronic copy on the employer's intranet website.

All managers and supervisors are trained and responsible for implementing this IIP Program in their work areas and answer worker's questions about the safety program. Each manager and supervisor will receive a copy of this IIP Program. The IIP Program is

also available on the Employer's website: <https://www.puc.edu/campus-services/human-resources/forms-policies>. Employees and volunteers may receive a copy of this IIP Program upon request from their supervisor or the Human Resources Department.

## **SAFETY COMMITTEE**

The IIP program administrator, Joy Hirdler, will serve on the Safety Committee to help coordinate an effective plan to reduce property and personal injury losses.

The Safety committee meets on a regular basis. A calendar of meetings will be established. Agendas for meetings are distributed to all members prior to the meeting. Notice of meetings will be sent to each member of the committee and administration. Additional non-scheduled meetings of the Safety Committee may be required throughout the year. The governing organization will establish the size, chairperson and membership of the Safety Committee.

Principle activities and responsibilities include:

- Keep minutes of safety committee meetings to record progress in maintaining the organization's safety activities and provide copies to management.
- Establish safety training programs for the organization and the type of safety orientation that will be given to new employees and volunteers.
- Conduct periodic safety self-inspections of the facility to identify hazardous conditions and unsafe work practices and recommend corrective action.
- Act as a clearinghouse for all risk control ideas, activities and needs.
- Review incident investigation reports and near misses that have occurred in since the last meeting to help determine what corrective actions can be taken to prevent recurrence.
- Assist in the development of risk control performance expectations and work practices.
- Review compliance to safety and risk control recommendations made during facility site inspections.
- Coordinate the establishment of local safety committees and on-going training programs to promote safety knowledge in controlling risk throughout the organization.
- Individually promote safety activities and set good examples in the areas where they work, as well as respond to employees concerns and complaints in the area of safety, health and environmental hazards.
- Assist new employees in becoming competent and familiar with company risk control practices.
- Encourage prompt claims reporting of work-related injuries and help identify return-to-work opportunities with the worker's compensation TPA and their treating physicians or specialists.
- Coordinate risk control education and program alterations based, in part, on needs identified from claim reviews, regular evaluations and investigations that reveal areas needing improvement.

## **COMPLIANCE**

All employees and volunteers are responsible for complying with safe and healthful work practices. Work supervisors have the primary responsibility to implement the organization's safety policies and procedures. Our system of ensuring that all workers comply with these practices include one or more of the following practices:

- Informing all employees on the provisions of this IIP Program
- Supervising the work performed by employees and volunteers
- Evaluating the safety performance of employees and volunteers
- Recognizing employees who perform safe and healthful work practices
- Providing training to employees whose safety performance is deficient
- Employees may be disciplined for failure to comply with safe work practices
- Requiring specific safety training courses for all employees every two years
- Having first aid supplies in key locations within our facilities
- Employees and volunteers to shall use PPE as required by Cal/OSHA standards
- All drivers will be properly licensed for the type of vehicle they operate
- All forklift, crane and high lift operators shall receive training and certification
- All bus drivers properly licensed and enrolled in a random drug testing program

## **COMMUNICATION**

All managers and supervisors are responsible for communicating with employees and volunteers about occupational safety and health practices. Safety instruction should be given in a language which is understandable by all workers. Our communication system encourages all employees and volunteers to inform their work supervisor or manager about workplace hazards without fear of reprisal.

Our communication system includes one or more of the following items:

- New employee orientation including a discussion of safety and health policies and procedures;
- Annual review of our IIP Program;
- Training for employees and volunteers;
- Regularly scheduled safety meetings;
- Posted or distributed safety information to employees and volunteers;
- A system for employees and volunteers to anonymously inform management about workplace hazards.

Employees and volunteers should report workplace hazards or unsafe conditions to their supervisor or contact:

Joy Hirdler, Program Administrator  
 Email: [jhirdler@puc.edu](mailto:jhirdler@puc.edu)  
 Phone: (707) 965-7361

Employees and volunteers are advised that reporting unsafe conditions or practices are protected by law. It is illegal for the employer to take any action against an employee in reprisal for exercising their rights to participate in communication involving safety.

## **EMPLOYEE RECOGNITION**

We recognize the consistent performance of safety and healthful work practices by our employees and volunteers. Recognition may include:

- Informal recognition of safety practices in management meetings;
- Written acknowledgement of safe work practices by their supervisor or manager which is retained in the employee's personnel file;
- Formal recognition of the employee, volunteer or groups for safety practices during staff meetings or other public meetings;
- Material recognition: appropriate gifts, monetary awards, time off etc;
- Advancement within the organization through promotion or new responsibilities.

## **DISCIPLINARY ACTION**

The employer recognizes the importance of maintaining workplace safety at all times. When it becomes necessary, the company reserves the right to discipline employees or volunteers who knowingly violate workplace safety rules or policies. Disciplinary measures will include, but are not limited to:

- Verbal warnings for minor offenses;
- Written warning by the supervisor or manager for severe or repeated violations of safety rules with a copy retained in the employee's personnel file;
- Possible suspension without pay, if verbal and written warnings do not prove to be sufficient.

If none of the above measures achieve satisfactory corrective results, and no other acceptable solution can be found, the employer may have no other choice than instituting procedures to terminate the employment of the employee in accordance with company policies.

Volunteers who fail to cooperate in following workplace safety rules and policies may be asked to no longer serve the organization in their volunteer capacity. Employees and volunteers must understand the employer will not tolerate workers who continue to jeopardize their own safety and the safety of others.

## **HAZARD ASSESSMENT & REPORTING**

Periodic inspections to identify and evaluate workplace hazards shall be performed by a competent observer throughout the year.

Periodic inspections may be performed throughout the year at various times:

- The establishment or revision of the IIP Program;
- When occupational injuries and illnesses occur;
- When required or conducted by regulatory agencies or local authorities;
- Whenever workplace conditions warrant an inspection; and
- Periodic professional risk control site inspections by outside consultants.
- Joy Hirdler, also periodically performs workplace inspections.

Employees or volunteers should report any hazardous condition or un-safe practices observed in the workplace to their supervisor or manager. The supervisor or manager is responsible to report the unsafe or hazardous condition to management and take appropriate measures to correct or mitigate the exposure.

## **HAZARD CORRECTION**

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

- As soon as reasonably possible when observed or discovered; and
- In keeping with industry standards or the under the direction of emergency responders or governmental regulatory agencies.

- When an imminent hazard exists which cannot be immediately abated without endangering employee(s), volunteers and/or property.
- All exposed workers will be removed from the area except those necessary to secure or correct the existing hazardous condition.
- Temporary warning signs/barriers shall be used to identify the area where the hazard exists.
- Workers who are required to correct the hazardous condition shall be provided with the necessary personal protective equipment (PPE) to perform the task safely.

## **ACCIDENT/EXPOSURE INVESTIGATIONS**

Accident investigation is a systematic method of collecting factual information regarding incidents which occur in the workplace. Procedures for investigating workplace incidents, accidents and hazardous substance exposures include:

- Interviewing injured workers and witnesses
- Examining the workplace for factors associated with the accident/exposure;
- Determining the immediate and root cause of the accident/exposure;
- Taking corrective action to prevent the accident/exposure from reoccurring; and
- Recording the findings and actions taken.

## **TRAINING AND INSTRUCTION**

All workers, including managers and supervisors, shall have training and instruction on general and job-specific safety and health practices. Managers and supervisors have the primary duty to provide on-job safety training to employees and volunteers. The employer may utilize in person instruction, online safety training course(s) or other media to provide safety training.

Training and instruction is provided:

- When this IIP Program is first established or revised;
- To all new employees, except for construction workers who are provided training through a construction industry occupational safety and health training program approved by Cal/OSHA;
- To all employees and volunteers with respect to hazards specific to their job assignment and the proper use of any PPE as required by Cal/OSHA standards;
- To supervisors to familiarize them to the safety and health hazards for which workers under their immediate direction and control may be exposed;
- To all employees and volunteers given new job assignments for which training has not been previously provided;
- Whenever new substances, processes, procedures or equipment are introduced to the workplace and represent a new hazard;
- Whenever the employer is made aware of a new or previously unrecognized hazard.

## **GENERAL SAFETY PRACTICES**

General workplace safety and health practices include, but are not limited to, the following:

- Implementation and maintenance of the IIP Program;

- Emergency action and fire prevention plans;
- Provisions for medical services and first aid including emergency procedures;
- Appropriate safety signage/posters and notifications posted at all facilities;
- Prevention of musculoskeletal disorders, including using proper lifting techniques;
- Proper housekeeping, such as keeping stairways and aisles clear, work areas neat and orderly, and promptly cleaning up spills;
- Prohibiting bullying, horseplay, scuffling, or other acts that tend to adversely influence safety;
- Proper storage to prevent stacking goods in an unstable manner or storing goods in a manner that blocks doorways, exit aisles, fire extinguishers, fire sprinkler heads and/or electrical panels;
- Prompt reporting of hazards and accidents to supervisors;
- Maintaining a current Hazard communication system, including worker awareness of potential chemical hazards, up-to-date Safety Data Sheets (SDS) and proper labeling of containers;
- Providing appropriate personal protective equipment (PPE) for workers as may be required by Cal/OSHA standards;
- Proper storage and handling of toxic and hazardous substances including prohibiting the storage of food items and beverages in the same areas where they can become contaminated.

## **RECORDKEEPING & REPORTING**

This IIP Program has established the following recordkeeping and incident reporting practices:

### **Recordkeeping**

- The IIP Program administrator shall be responsible to maintain all records for this program;
- Records shall include the following:
  - Hazard assessment inspections, including the person(s) conducting the inspection;
  - Reports of unsafe conditions and work practices that have been identified and the action taken to correct the identified unsafe conditions and work practices;
  - Risk control reports received from outside consultants and actions taken to correct deficiencies;
  - Minutes of all Safety Committee meetings;
  - Compliance training records for employees and volunteers;
  - Incident/Accident Investigation reports;
  - Critical Incident Reports reported to Cal/OSHA;
  - Correspondence associated with any Cal/OSHA investigations, fines or penalties.
- Records shall be retained on file for a minimum of five (5) years.

### **Incident Reporting**

- All workplace injuries or illness suffered, however slight, shall be reported immediately to the work supervisor or manager;
- The supervisor or on-site first aid staff will assess the severity of the injury and direct the injured employee or volunteer for appropriate medical treatment;
- If emergency medical care is required – CALL 911, immediately to notify first responders;

- The supervisor or the injured employee shall report all workplace accidents to the employer's human resources or risk management department immediately or within a minimum of twenty-four (24) hours after the accident occurs;
- The injured employee or a family member will be required to complete the appropriate California workers' compensation notice of injury form provided by the employer;
- The employer is required to file the completed accident notice to the workers' compensation claim administrator to handle the investigation and processing of the employee's claim;
- The employer may ask the supervisor or other designated individuals to conduct an incident/accident investigation;
- The employer will work closely and in cooperation with the workers' compensation claims administrator, legal counsel and other regulatory agencies in the investigation and handling of all work-related claims.
- If a volunteer is injured, the supervisor will report the accident to the employer's risk management department immediately or within a minimum of twenty-four (24) hours after the accident occurs;
- The employer will contact the injured volunteer or a family member to provide them with the appropriate accident reporting forms;
- The employer will submit the volunteer's accident form to the appropriate insurance carrier and work in cooperation with the insurer's claim department to handle this claim.

### **Critical Incident/Accident Reporting to Cal/OSHA**

All California employers are required by law to immediately report to Cal/OSHA any work place accident that results in the death or serious bodily injury/illness to a worker. Reporting the accident to the workers' compensation claims administrator – **DOES NOT** meet the employer's duty to report these accidents to Cal/OSHA. All supervisors and managers shall report critical incidents/accidents immediately to the employer's human resources or risk management department.

#### Reporting Requirements:

- Employers must report work-related or suspected work-related fatalities, catastrophic, and serious injuries or illness within ***eight (8) hours*** by phone or fax to the nearest district office of the Cal/OSHA Enforcement Unit in the Division of Occupational Safety & Health.
- A serious injury or illness is one that requires employee hospitalization for more than 24 hours for other than medical observation, or in which a part of the body is lost (amputation or loss of an eye) or permanent disfigurement occurs. Work-related serious injury or illness does not include an accident on a public street or highway.
- Immediately, means as soon as practically possible but no longer than eight (8) hours after the employer knows or with diligent inquiry would have known of the death or serious injury or illness. If the employer can demonstrate that exigent circumstances exist, the reporting time period shall be no longer than twenty-four (24) hours after the incident. – Chapter 3.2 Cal/OSHA Regulations, Subchapter 2, Article 3 – Reporting Work-Connected Injuries §342 (a)

#### Required Information for Reporting to Cal/OSHA:

- a. Time and date of accident/event
- b. Employer's name, address and telephone number

- c. Name and job title of the person reporting the accident
- d. Address of the accident/event site
- e. Name of person to contact at accident/event site
- f. Name and address of injured employee(s)
- g. Nature of injuries
- h. Location where injured employee(s) was/were taken for medical treatment
- i. List and identity of other law enforcement agencies present at the accident/event site
- j. Description of accident/event and whether the accident scene or instrumentality has been altered.

To determine the contact information of the nearest Cal/OSHA Enforcement Office for reporting an incident visit: <http://www.dir.ca.gov/dosh/report-accident-or-injury.html>  
Telephone reports can be made 24 hours a day, 7 days a week.

## EMERGENCY ACTION PLAN

- All locations will have a written emergency action plan for their facilities and train employees and volunteers on how to respond in the event of an emergency;
- Facilities will post 911 and other emergency telephone numbers clearly throughout the facility;
- Emergency plan shall include instructions on how to communicate in the event of an emergency;
- The emergency plan will address fire, medical, acts of violence and earthquake or other weather related emergencies;
- Employees and volunteers need to be aware of their environment at all times and report any suspicious person's actions, packages or events immediately to the appropriate supervisor or law enforcement agency;
- If an act of violence occurs the Workplace Violence Prevention Plan procedures should be followed to handle the emergency;
- If an announcement is made that calls for evacuation, safe evacuation from the building should be made immediately;
- Always have in mind two (2) evacuation routes in the event of an emergency;
- Move away from the building to allow access for emergency first responders;
- Never re-enter a building until the appropriate authorities announce all-clear after the emergency response has ended;
- If an active shooter situation occurs, employees and volunteers should follow the safety principles of Run, Hide, Fight – See video: <https://www.youtube.com/watch?v=5VcSwejU2D0>
- In the event of an emergency, stay calm and cooperate fully with all instructions given by law enforcement or fire department officials.

## FIRE PLAN

In case of fire, notify others by pulling a fire alarm box or call the appropriate person to announce an evacuation; call 911 or the local fire department. When a fire alarm sounds or an evacuation order is given, immediately evacuate the building and do not allow any one to re-enter the building unless the all-clear has been given by appropriate fire department authorities.

Fire extinguishers are strategically placed throughout the facility. They are only to be used to extinguish small fires by individuals who are trained in their operation.

Fire Evacuation Procedures:

- Walk quickly; do not run, to the nearest exit, as specified in safety training and posted on facility diagrams. Use an alternate route if the closest exit is blocked. (NOTE: Evacuation routes and assembly areas are posted throughout the facility.) Be familiar with the nearest primary and secondary exit routes;
- Stay clear of the building and proceed to the designated assembly area and remain until all personnel are accounted for and authorized to return to the building or leave the facility;
- Supervisors or managers will help to determine if any one is missing from their respective work area;
- Fire extinguishers are located throughout the facility and inspected and serviced on a regular basis;
- Only trained, designated personnel will attempt to extinguish small fires and then only after sounding the alarm to evacuate. (Do not attempt to extinguish a fire beyond the capabilities of a portable fire extinguisher)
- An annual training session is held which includes evacuation procedures, meeting in designated areas and training on the use of fire extinguishers.
- Illuminated exit signs, smoke detectors and emergency lighting are provided throughout the facility and inspected on a regular basis;
- All exit doors are to be operational and clear from obstructions at all times;
- Rope ladders and other safety equipment may be available. This equipment can be used during: fire emergencies, active shooter events or other life threatening situations that require evacuation.

## **EARTHQUAKES**

- Immediately take shelter under a desk or sturdy table. Do not attempt to evacuate the building. If no desks or tables are nearby, interior doorways can sometimes be used as a place of refuge.
- Stay clear of outside walls, windows, or objects that can fall.
- REMEMBER: Drop, Cover and Hold On until the shaking stops.
- When the shaking stops and it is safe to exit, evacuate immediately. Use stairways instead of elevators. Watch for loose or fallen debris as you exit.
- Stay clear of buildings, trees, lamp poles and electrical power lines.
- Take a headcount to determine if all workers have safely evacuated the building.
- Provide first aid or call 911 to obtain medical care for the injured workers.
- Follow the instructions of emergency responders or responsible persons on when it is safe to re-enter the building.
- The supervisor or manager should inspect the building for damage and report all damage to the employer's risk management department.
- Earthquake emergency supplies are maintained in designated areas of the facility. All employees are encouraged to keep a flashlight and personal earthquake kit at their work station.

## **FIRST AID & MEDICAL EMERGENCIES**

- In case of emergency, First Aid supplies are strategically located in the facility.
- Assess the medical situation and If emergency medical care is required, CALL 911, immediately to notify first responders.
- Send a co-worker to the building and parking lot entrance to meet first responders so they can be directed to the site of the medical incident.
- Some facilities may have an automated external defibrillator (AED) located in marked areas that can be used in the event of a medical emergency.
- Employees trained in first aid also receive blood-borne pathogen training.

- Avoid contact with blood, body fluids or other possible infectious materials.
- Protective gloves, CPR masks and other equipment is available for first aid providers and clean up personnel. Report any possible exposure to blood-borne pathogens your supervisor or the responsible person.
- Notify your supervisor or manager of the medical emergency so proper communication can be given to employer and family members.
- Replenish first aid and cleaning supplies after each medical incident.

## **INFECTION CONTROL & BLOOD-BORNE PATHOGENS**

All employees and volunteers need to be aware of potential exposure to infectious agents in blood or body fluids and take necessary precautions to avoid contact in the course of their work.

The employer has taken the following steps to address these hazards in the workplace:

- Implemented workplace safety practices and infection control procedures, where appropriate, such as required hand washing, universal precautions training, handling of sharp instruments, proper disposal of contaminated materials and adequate ventilation.
- Designated employees have received training on blood-borne pathogen safety.
- When providing first aid or CPR, protect yourself first, then treat the injured second.
- Personal protective equipment (PPE) is provided to employees and volunteers.
- After removing PPE, wash hands or affected areas with soap and warm water. Never reuse soiled gloves, masks or gowns and dispose of properly in a bio-hazard container.
- Bio-hazard cleaning supplies are available to disinfect work surfaces and PPE after contact with blood and/or body fluids.

## **INFECTIOUS DISEASE PREVENTION**

All employees and volunteers need to be aware of potential exposure to infectious disease from co-workers, contact with contaminated surfaces and/or air-borne particles in the workplace. The employer will take appropriate actions to monitor the health and safety of its employees and volunteers. Preventive actions may include the following health and safety steps to minimize the spread of infectious exposure in facilities at the workplace:

- Monitor the potential for exposure to infectious disease caused by worker illness, seasonal influenza or pandemic exposures identified by local public health agencies.
- The employer will follow all safety and health guidelines or directives established by Federal, state and local public health agencies for specific emergency/pandemic situations.
- Employer will encourage employees and volunteers to stay home from the workplace when they have symptoms for potentially contagious illness that could be easily spread to co-workers.
- The employer will encourage employees and volunteers to practice good personal hygiene in the workplace e.g. frequent washing of hands throughout the work day and by providing hand sanitizer in common areas where hand washing is not possible.
- The employer will practice good housekeeping throughout the facility including the cleaning and sanitizing of frequently touched surfaces on a regular basis.
- The employer should consider the installation of touch less fixtures in restrooms, drinking fountains, food - serving areas and main entrance doors to minimize the spread of contagious viruses on surfaces.
- The employer will provide the necessary personal protective equipment (PPE) for employers and volunteers in accordance with Cal-OSHA or local public health agencies directives to minimize exposure to infectious disease exposure in the workplace.
- The employer will maintain all HVAC systems on a regular scheduled basis so appropriate air quality standards can be met throughout the year.

## HEAT ILLNESS PREVENTION

In keeping with California Code of Regulations, Title 8 §3395 — Heat Illness Prevention, all employees and volunteers need to be aware of the hazards associated with working in areas of high heat exposure (above 80° F) and take necessary precautions to avoid heat illness in the course of their work.

The employer has taken the following steps to address high heat exposure hazards:

- The supervisor or manager shall be responsible to carry out the implementation of these heat illness prevention procedures and monitor weather conditions at the job site.
- Supervisors will be trained on their responsibility to provide water, shade, cool-down breaks and access to first aid as well as the worker's rights under this Cal/OSHA standard without fear of retaliation by the employer.
- Employees and volunteers will be reminded throughout the workday to drink plenty of water and take preventative cool-down rest breaks when needed.
- All employees and volunteers shall be trained to recognize the signs and symptoms of heat illness and allowed to call for emergency medical services when necessary.
- The employer will provide drinking water containers (5 to 10 gallons each) at the job site in sufficient quantity at the beginning of all work shifts so all employees and volunteers have free access to clean, cool drinking water. Water shall be replenished during the work shift as needed to provide employees and volunteers with one (1) quart of water or more per hour. Frequent drinking of water shall be encouraged throughout the day.
- When the temperature equals or exceeds 90° F, the supervisor will again encourage workers to drink plenty of water and take rest breaks in shaded areas.
- The employer will provide access to indoor areas or provide shade structures for workers to take cool-down rest breaks throughout the day. Employees and volunteers shall be allowed to take a preventative cool-down rest break in the shade when they feel the need to protect themselves from overheating.
- When an employee or volunteer is showing symptoms of possible heat illness, steps will be immediately taken to keep the stricken worker cool and comfortable until emergency medical assistance can be provided. Signs and/or symptoms indicators of severe heat illness: include but are not limited to decreased level of consciousness, staggering, vomiting, disorientation, irrational behavior or convulsions. Under no circumstances will the stricken person be left unattended or sent home without being offered on-site first aid and/or provided emergency medical services.
- The employer will ensure the work site is provided with an effective communication device by voice, observation or electronic means so employees and volunteers can contact a supervisor or emergency medical services when necessary. When contacting emergency medical services provide clear and precise directions to the work site where assistance is needed.
- High Heat Procedures — When the temperature equals or exceeds 95° F, effective communication will be maintained by voice, observation or electronic means so workers can contact the supervisor when necessary. A designated person at each work site should monitor activities, encourage workers to drink plenty of water, take cool-down rest breaks in the shade and be prepared to call for emergency services if needed.
- Acclimatization and observation of new workers by a supervisor or designee shall take place during a "heat wave" when temperatures are at least 80° F and at least ten degrees F higher than the average high daily temperature in the preceding five (5) days. Newly assigned workers to a high heat work area shall be closely observed for the first fourteen (14) days of working. Training shall be provided in the risk factors of heat illness and the employer's established safety procedures in complying with high heat illness prevention. The training will include the importance of drinking plenty of water, taking cool-down rest breaks, access to first aid and immediately reporting and

responding to heat illness related symptoms in themselves or in co-workers. Employees and volunteers have the right to exercise their rights to under this standard without retaliation.

## **COMMUNICATING WORKPLACE HAZARDS**

Supervisors and managers are responsible for communicating with all employees and volunteers about safety and health issues in a form readily understandable by all workers. Supervisors are responsible for ensuring that employees and volunteers are provided access to information regarding hazards pertinent to their job duties. This information is available from a number of sources including, but not limited to: Safety Data Sheets (SDS), safety labels on containers, equipment operating manuals or other posted warning signs in the work area.

### **Safety Data Sheets**

Safety Data Sheets (SDS) provide information on the potential hazards of products or chemicals. Written copies of SDS for chemicals used at the facility are available in the main office or other designated location(s). The facility supervisor or manager is responsible to maintain the inventory of chemicals or hazardous materials at each location. If a SDS is missing for a specific substance or chemical it should be obtained by contacting the manufacturer or it may be downloaded from various Internet sources. The employer may also retain electronic copies of SDS information on their organization's website. All containers are required to have appropriate Globally Harmonized System (GHS) standard labeling to identify the substance and appropriate hazard warnings.

Employees and volunteers are instructed as follows:

- It is prohibited to introduce hazardous substances into the workplace without permission from the facility supervisor or manager.
- All employees and volunteers shall observe and follow instructions on labels.
- Personal Protective Equipment (PPE) shall be worn at all times when working with substances or equipment of a hazardous nature. If in doubt or not sure if a hazard exists, PPE should be worn out of precaution.
- All hazards substances and chemicals shall be handled safely.
- All employees and volunteers working with hazardous substances and chemicals shall request, read, and follow SDS safety requirements or have prior work experience training on using the substance.
- All employees and volunteers working with hazardous substances or chemicals shall store them safely in accordance with SDS and GHS requirements.

The employer relies upon the information found in each SDS and does not conduct independent hazard determinations.

Contractors are required to provide information on any chemical or hazardous substance used in the facility as a condition of their contract.

All contractors will communicate with the facility manager to make them aware of any chemicals or hazardous substances being used on site in work areas.

All contractors and their employees will be responsible to abide by all Cal/OSHA standards regarding the use and storage of chemicals or hazardous materials on site and in the work area.

## **INJURY & ILLNESS PREVENTION PROGRAM IMPLEMENTATION DATE**

The Pacific Union College IIP Program was revised and implemented on July 1, 2024

# Workplace Violence Prevention Plan

## INTRODUCTION

The purpose of the Workplace Violence Prevention Plan (WVPP) program is to provide a comprehensive plan for workplace safety in accordance with the requirements of California SB 533 and the California Labor Code – Section 6401.9. This written plan outlines and reinforces the organization's commitment to providing a safe workplace for its employees and volunteers.

Pacific Union College is committed to maintain a safe environment for its employees, volunteers, students and public guests who enter our facilities or receive services from our organization. To meet this duty the organization has undertaken a pro-active approach to implement a workplace violence awareness and prevention program that focuses on risk reduction measures and training.

## RESPONSIBILITY

The Workplace Violence Prevention Plan (WVPP) Program administrator is Joy Hirdler, and she has the authority and the responsibility for implementing and maintaining this WVPP Program for Pacific Union College.

The Workplace Violence Prevention Plan program administrator is responsible for the following duties:

- Identify potential risks at the facility, or on premises that could create vulnerabilities for acts of workplace violence to take place.
- Involve employees and supervisors to increase awareness on what constitutes an act of workplace violence and to be proactive in managing the risk and report any incidents that occur to management.
- Develop a communication plan on how employees can report areas of exposure within facilities to management to help identify and minimize potential acts of violence.
- Formulate, administer, evaluate, and prepare appropriate adjustments to the organization's workplace violence protection programs.
- Provide periodic reports to administration workplace violence risk awareness and risk control measures in progress, including strategic plans for reducing losses and documentation of incident frequency and severity.
- Develop and provide effective training for employees, supervisors and management on the WVPP, its prevention strategies and reporting requirements.
- Prepare incident reports, investigate incidents, and make sure that timely corrective action is taken. Administration must be regularly informed of progress on corrections and benchmark achievements.

All managers and workplace supervisors are responsible for the implementation and maintaining the WVPP in their assigned work area and for answering employee questions concerning the WVPP.

## WHAT IS WORKPLACE VIOLENCE

The California Labor Code — Section 6401.9 defines “**workplace violence**” as any act of violence or threat of violence that occurs in the workplace or place of employment. This includes but is not limited to, the following:

- The treat or use of physical force against an employee that results in, or has the high likelihood of resulting in, injury, psychological trauma, or stress, regardless of whether the employee sustains an injury.
- An incident involving a threat or use of a firearm or other dangerous weapon, including the use of common object as weapons, regardless of whether the employee sustain an injury.
- Workplace Violence is defined into four specific classification types in CA Labor Code — Section 6401.9:
  - Type 1 Violence — means workplace violence committed by a person who has no legitimate business at the worksite and includes violent acts by anyone who enters the workplace or approaches workers with the intent to commit crime.
  - Type 2 Violence — means workplace violence directed at employees by customers, clients, students, guest, or other visitors.
  - Type 3 Violence — means workplace violence against an employee by present or former employee, supervisor, or manager. The primary target of a Type 3 event can be a co-employee, a supervisor, domestic partner, or manager of an individual who may be seeking revenge for what they perceived as an unfair treatment at the workplace.
  - Type 4 Violence — means workplace violence committed in the workplace by a person who does not work there, but has or is known to have a personal relationship with an employee.
    - Note: Organizations and workplaces may be at risk of more than one type of workplace violence event and will need to evaluate their potential risk exposure and plan accordingly.
    - Note: “Workplace violence” *does not* include lawful acts of self defense or defense of others.

## OTHER DEFINITIONS

**Emergency** — Unanticipated circumstances that can be life threatening or pose a risk of significant injuries to employees or other persons.

**Threat of Violence** — Any verbal or written statement, including, but not limited to: texts, electronic messages, social media messages, or other online posts, or any behavior or physical conduct, that conveys an intent, or that is reasonably perceived to convey an intent, to cause physical harm or to place someone in fear of physical harm, and that serves no legitimate purpose.

***Serious Injury or Illness*** — Death or Any Injury or Illness occurring in a place of employment or in connection with any employment that requires inpatient hospitalization for other than medical observation or diagnostic testing (more than twenty-four (24) hours), or in which an employee suffers an amputation, the loss of an eye, or any serious degree of permanent disfigurement, but does not include any injury, illness or death caused by an accident on a public street or highway.

## **ASSESSMENT & EVALUATION OF RISK FACTORS**

The organization will perform an initial risk assessment to identify and evaluate workplace violence hazards to obtain an understanding of exposures which have been shown to, or that may contribute to the risk of violence in the workplace. Management will work employees, managers and supervisors in the identification, evaluation and determining corrective that will prevent workplace violence to develop communication and training strategies for the organization.

The employer will take appropriate corrective measures, to respond to, or prevent workplace violence that may exist in the workplace to minimize the risk of harm to employees, volunteers, students and guests.

Potential factors that may exist in the workplace that can increase the risk of workplace violence include, but are not limited to:

- 1) Exchange of Money
- 2) Employees Working Alone
- 3) Working at Night or during Early Morning Hours
- 4) Availability of Money, Valuable Property or Possessions
- 5) Providing Social Welfare or other Community based functions
- 6) Working with clients/customers, students or any one with a known or suspected to have a history of violence
- 7) Employees with a history of assaults or who have exhibited belligerent, intimidating, or threatening behavior towards others.

The organization will perform an annual re-assessment of all facilities to evaluate the effectiveness of the established workplace violence exposures mitigation measures, policies and procedures. A re-assessment will also be performed after each workplace violence incident that occurs or is reported, and whenever the employer is made aware of a new or previously unrecognized hazard. Input for periodic re-assessment(s) will include feedback from front-line employees, managers and work supervisors. Recommended changes current safety measures, policies and procedures will be reviewed by management and the organization's safety committee to determine in a timely manner the feasibility for future implementation.

## **EMERGENCY RESPONSE PROCEDURES**

Pacific Union College has developed a specific Emergency Response Action Plan for all facilities and local locations. These Emergency Response Action Plans include specific measures, procedures and policies that will be implemented in the event of a workplace violence incident. Specific measures will include, but are not limited to:

- 1) Effective means to alert employees, volunteers and guests of the presence, location and nature of workplace violence emergencies.

- 2) Instructions on the Action to implement in the event of a specific type of event e.g. shelter in place, evacuate the premises, exit to designated assembly areas.
- 3) Instruction on how to obtain help from staff, security personnel, law enforcement and other first responders. This information will include contact names, phone numbers. If there is an immediate danger, call for emergency assistance by dialing 9-1-1 and then notify (if safely possible) your supervisor or management.
- 4) Employees and volunteers need to be aware of their surroundings at all times. Be alert to potential warning signs of violence and threatening behavior towards others.
- 5) Always have an escape plan in the event of violence, knowing two exits.
- 6) If you observe something suspicious – REPORT IT to your supervisor or manager.
- 7) Learn the principles of RUN, HIDE, FIGHT and be prepared to act if a violent or active shooter occurs at this facility.
- 8) In active shooter situations, If there is an accessible escape route – RUN and evacuate the building immediately to a safe area. Leave all personal items behind.
- 9) If escape is not possible – HIDE and lock all doors securely and turn off lights and cellphone ringers. Hide under furniture or in spaces not easily seen, away from windows and wait for law enforcement's assistance.
- 10) As a last resort be prepared to – FIGHT using any means possible or available to take down the active shooter, escape or incapacitate the assailant.
- 11) CALL 9-1-1 – when it is safe to call and notify management of the situation.
- 12) Stay calm and cooperate fully with all instructions given by law enforcement officers.

See the Emergency Response Action Plan for specific details on how to respond at each local location.

A copy of the Emergency Response Action Plan for each local facility should be on file at the main office. Employee training and practice response drills on the procedures contained in the local Emergency Response Action Plan should be held on a regular basis as required by management or applicable local laws. A record of training and the date of practice drills should be maintained at each facility.

## **POST INCIDENT RESPONSE & INVESTIGATION PROCEDURES**

After a workplace violence incident, the WVPP administrator or their designee, working in cooperation with management and the Human Resources staff will implement the following post-incident procedures:

- 1) Visit the scene of the incident as soon as it is safe and practicable.
- 2) Interview involved parties, such as employees, witnesses, law enforcement and/or security personnel.
- 3) Review security footage from existing security cameras if applicable.
- 4) Cooperate fully with law enforcement, federal or state agencies investigating the incident and legal counsel or insurance company of the organization.
- 5) Prepare a detailed description of the incident.
- 6) Examine the workplace for security risk factors associated with the incident, including any previous reports of inappropriate behavior by the perpetrator.
- 7) Determine the potential cause of the incident.
- 8) Obtain any reports completed by law enforcement or other federal or state agencies.
- 9) Take the necessary corrective action to prevent similar incidents from occurring.
- 10) Document the facts pertaining to the incident on the Workplace Violence Assessment and Correction Record form and provide a copy of the report to management and the WVPP administrator to ensure corrective action is taken.

The WVPP will be reviewed on an annual basis for effectiveness and revised as needed.

## **VIOLENT INCIDENT LOG — RECORDKEEPING PROCEDURES**

The organization will prepare a Workplace Violence Assessment & Correction Report and maintain a Workplace Violence Incident Log to record the details of workplace violence incident(s) that will include the following information:

- The Date, Time and Location of the Incident
- The Workplace Violence Type or types involved in the Incident
- A detail Description of the Incident that includes:
  - A classification of who committed the violence, including whether the perpetrator was a guest, student, client/customer, family, or friend of a guest, student, or client/customer, stranger, with criminal intent, coworker, supervisor, manager, partner, or spouse, parent, or relative, or other perpetrator.
  - A classification of circumstances at the time of the incident, including, but not limited to, whether the employee/volunteer was completing usual job duties, working in a poorly lit area(s), rushed, working during a low staffing level, isolated area, or alone, unable to get help or assistance, working in a community setting or working in an unfamiliar new location.
  - A classification of where the incident occurred, such as in the workplace, parking lot, or other area on the property outside of the workplace, or other local area.
  - The Type of Incident, including, but not limited to, whether it involved any of the following:
    - Physical attack, without a weapon, including but not limited to biting, choking, grabbing, hair pulling, kicking, punching, slapping, pushing, pulling, scratching or spitting.
    - Attack with a weapon or object, including but not limited to a firearm, knife or other object.
    - Threat of physical force, threat of use of a weapon or by other object.
    - Sexual assault or threat, including but not limited to rape, attempted rape, physical display or unwanted verbal or physical sexual contact.
    - Animal attack or other type of action involved in the incident.
  - Consequences of the Incident, including but not limited to,
    - Whether security or law enforcement was contacted and their response.

- Document Actions taken to protect employees and/or volunteers from a continuing threat or from any other hazards identified as a result from the incident.

*IMPORTANT NOTICE: Ensure that no personal identifying information is recorded or documented in the written investigation report. (Workplace Violence Incident Log or Workplace Violence Assessment & Correction Report forms) This includes information which would reveal identification of any person involved in a violent incident, such as the person's name, address, electronic mail address, telephone number(s), social security number, or other information that, alone or in combination with other publicly available information, reveals the person's identity.*

## **TRAINING & COMMUNICATION WITH EMPLOYEES**

Open, two-way communication between the management team, employees and volunteers and other local employers about workplace violence issues is essential to a safe and productive workplace. This requires a sharing of information through training and open conversations concerning workplace violence prevention in a way that is easily understandable by all employees and volunteers. The training and communication workplace violence prevention program will include but not be limited to,

- Providing easy access to the information contained in the WVPP and local Emergency Response Action Plans either in writing or via an online company employee web portal.
- All employees will be required to complete workplace violence prevention training on an annual basis. The training will include but not be limited to,
  - Annually review information during regularly scheduled staff meetings that address workplace security issues, workplace violence hazards and prevention policies and incident reporting procedures.
  - New employee orientation will include information on workplace violence policies and incident reporting procedures.
  - Mandatory bi-annual online training on best practices in workplace violence awareness and prevention.
- Encourage all employees and volunteers to share concerns regarding workplace violence hazards, and to report all threats or incidents promptly to their supervisor or law enforcement without fear of reprisal or adverse action.
- The employer will implement and abide by a strict non-retaliation policy to protect the employee who may report a workplace violence incident or threat from any form of retaliation from co-workers or others in the workplace.

## **RECORDKEEPING**

Pacific Union College shall create and maintain records for the workplace violence program under the coordination of the WVPP administrator. Written records will be maintained on file and shall be available to management, employees, authorized employee representatives and representatives of Cal-OSHA at all times.

The employee, or their designated representative may request to examine or receive a copy without cost from the employer the following workplace violence records: records of workplace violence hazard identification, evaluation and correction; Training records and Violent Incident Logs. The employer will provide these records within fifteen (15) calendar days from the date of the request.

The following workplace violence related records shall be maintained on the following basis:

- Workplace violence hazard identification, evaluation and correction documentation for a minimum of five (5) years.
- Maintain records of workplace violent incident investigations for a minimum of five (5) years.
- Maintain Workplace Violent Incident Logs for a minimum of five (5) years.
- Employee Training records shall include training dates, the type of training (in-person or online) with a summary of the training material covered, names and job titles of all persons in attendance for the training. Training records shall be maintained for a minimum of one (1) year.

## **EMPLOYER REPORTING RESPONSIBILITIES**

As required by California Labor Code of Regulations (CCR) Title 8, Section 342(g) — Reporting Work Connected Fatalities and Serious Injuries, the employer will immediately report to Cal/OSHA any serious injury or illness or death (including any due to act of workplace violence) to an employee occurring in a place of employment or in conjunction with any employment. (SEE INJURY & ILLNESS PREVENTION PLAN — section on Critical Incident/Accident Reporting to Cal/OSHA for more specific information on reporting procedures.)

## **WORKPLACE VIOLENCE PREVENTION PROGRAM IMPLEMENTATION DATE**

Pacific Union College's Workplace Violence Prevention Program will be implemented on July 1, 2024.

## **ALL EMPLOYEES — General Safety Information**

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### **Employee Responsibilities**

We require all employees and volunteers to follow these safety principles for safe work performance and be responsible for their own actions and conduct. Cal/OSHA requires that we furnish our workers a place of employment “free from recognized hazards that are causing or are likely to cause death or serious physical harm to employees.” Our workers also play a significant role in the success or failure of this IIP Program.

All employees and volunteers are required to perform their jobs to the best of their ability as well as perform them in a safe manner. It is critical that workers do not circumvent safety features and safe work behaviors that can cause them or others to be at risk. Workplace accidents are preventable. We must each carry out our safety responsibility. We each share a common goal and these are the requirements of each person working in this facility.

### **Primary requirements**

Employee and volunteer responsibilities for safety include the following:

- Practice safe work habits at all times by following all safety policies, company expectations, and Cal/OSHA regulations. Be an example to co-workers.

- Maintain equipment in good repair with all safety features and guards in place and working condition.
- Report damaged equipment immediately for replacement or repair.
- Do not perform your task without the appropriate PPE protection.
- Report unsafe work practices and/or unsafe conditions immediately. You may use the company reporting system to record your concern anonymously.
- Summon first aid as soon as possible when injuries or illness demand prompt medical attention.
- Maintain good housekeeping and keep all work areas clean and organized.
- Report all injuries and incidents to your supervisor immediately.
- Be pro-active in safety by attending safety meetings, completing safety training on a timely basis or submitting good suggestions for improvement.
- Set an example for others by your safety practices.

## **General Safety Requirements**

### **Office Areas**

1. Keep work areas clean and orderly including all restrooms and hallway areas.
2. Do not work on any computer, copier, or other electrical office machines if your hands are wet, nor while standing on damp floors.
3. Practice good workstation ergonomics and frequently change work tasks.
4. Secure the safety latch on all paper cutters after each use.
5. Do not mount pencil sharpeners so that they protrude beyond the edges of desks or tables.
6. Never stand on chairs or tables to reach high objects.
7. Do not raise the seats on swivel chairs beyond the point where your feet can touch the floor.
8. Do not compact material in the wastebasket with your hands or your feet or use cardboard containers unless they are specifically designed as waste/recycling receptacles. Empty trash and recycling bins on a regular basis.
9. Never piggy-back power strips or multi-plug adaptors together.
10. Extension cords are for temporary use only and should not be run under carpeting or strung across aisles without proper guarding.
11. Do not leave file drawers open; always use the handles to close file drawers.
12. Do not stack filing cabinets on top of one another.
13. Open one file cabinet drawer at a time.
14. Put heavy files in the bottom drawers of file cabinets.
15. File cabinets, bookcases and storage shelving should be properly secured for earthquake safety.

### **EXITS AND EGRESS FROM BUILDINGS**

1. All exits shall be marked by an illuminated exit sign and directions towards exits shall be clearly marked with visible signage.
2. All exit doors and the hallways leading to exits shall be kept clear and free from obstructions. Do not use these areas for storage.
3. All exit doors should remain unlocked when the building is occupied, unless they are outfitted with panic hardware that provides an inside release mechanism. The use of lock and chains on exit doors should be avoided whenever possible.
4. All exit doors should open from the direction of exit travel without the use of a key or any special knowledge or effort.
5. Where exit doors open directly onto any street, alley or other area where vehicles may be operated, adequate barriers should be present and warning signs posted to prevent workers from stepping into the path of on coming traffic.

### **Material Handling**

1. Plan the move before lifting; use the most direct path available and ensure that you have an unobstructed pathway. Whenever possible, avoid using stairways.
2. Test the weight of the load before lifting by pushing the load along its resting surface.
3. If the load is too heavy or bulky, use lifting and carrying aids such as hand trucks, dollies, pallet jacks and/or carts. Ask assistance from a co-worker if available.
4. If assistance is required to perform a lift, coordinate and communicate clearly your movements with your co-worker.
5. Position your feet 6 to 12 inches apart with one foot slightly in front of the other. Face the load.
6. Bend at the knees, do not lift with your back. Keeping your back straight.
7. Get a firm grip on the object using your hands and fingers, pulling it close to you.
8. Hold the object as close to your body as possible.
9. While keeping the weight of the load on your legs, rise to a standing position.

10. Perform lifting movements smoothly and gradually; do not jerk the load.
11. If you must change direction while lifting or carrying the load, pivot your feet and turn your entire body. Do not twist at the waist.
12. Set down objects with the same precautions used when lifting.
13. Do not lift an object from the floor to a level above your waist in one motion. Set the load down on a table or bench and then adjust your grip before lifting it higher.
14. Wear protective gloves when lifting objects that have sharp corners or jagged edges.
15. Slide materials to the end of the tailgate before attempting to lift them off of a pick-up truck. Do not lift over the tailgate or walls of the truck bed.

### **Classroom & Lab Safety**

1. Open classroom doors slowly and keep them either fully opened or closed.
2. Handrails on all stairs should be securely mounted to the wall.
3. Computer workstation equipment should be ergonomically adjustable.
4. Never stand on chairs or tables to reach high objects.
5. Horseplay and bullying will not be tolerated in the classroom or workplace.
6. All spilled liquids or materials are cleaned up immediately.
7. All laboratory areas shall be equipped with an emergency eye-wash station.
8. Wash hands before and after working in the lab and after clean-ups.
9. Always wear safety goggles and other appropriate PPE in the lab.
10. Never leave gas burners, hot plates or other heat sources unattended.
11. Read and follow the SDS instructions before the beginning of any experiment and follow proper handling, labelling and storing procedures.
12. Dispose of all hazardous materials in accordance with applicable environmental laws.

### **Food Service & Storage Area Safety**

1. Wash hands before, after and frequently during food preparation work.
2. Unplug electrical appliances e.g. mixers, blenders, coffee makers before cleaning.
3. Do not use mixers, blenders or other equipment if the three-prong cord is worn, frayed or has a missing/broken prong.
4. Clean up all spills of liquids or other materials immediately.
5. Wear closed-toe, low heel, non-slip shoes with rubber soles in kitchen areas.
6. When handling or using knives and other sharp cutting tools, direct the sharp point and edges away from your body. Always cut in the direction away from your body when using knives.
7. Maintain proper serving temperatures (hot or cold) when serving and storing food.
8. Use knives for the operation in which they were intended.
9. Never attempt to catch a falling knife.
10. Carry knives blade down pointing towards the floor.
11. Do not leave knives submerged in a sink full of water.
12. Do not place more weight on shelves than the rated load limit printed on the label.
13. Store heavy items on lower shelves, store items used most often at a height between knee and waist level for easy handling and stocking.
14. Use a ladder for reaching items that are above chest level.
15. When opening boxes, use a safety box cutter. Do not cut with the blade extended beyond the guard.
16. Keep all items stored with at least eighteen (18) inches clearance from overhead light bulbs and fire sprinkler heads.
17. Turn power on all exhaust hood fans when range(s) are in operation. Perform regular cleaning of grease build-up on hood filters and replace as necessary.
18. Keep all aiseways clear of storage or equipment.
19. Never store cleaning products in the same area as food products.
20. Store cleaning equipment and supplies in a ventilated utility storage area.

## **General Maintenance Safety**

1. All power tools used will be properly grounded. Use portable GFI circuit breaker extension cords outdoors or in areas where water maybe present. Do not use electrical tools if the cord is worn, frayed or has a broken three-prong plug.
2. All mechanical safe guards shall be used on power equipment when the machine is in operation.
3. Wear appropriate PPE protection when using power equipment e.g. safety eye goggles, gloves, hearing protection, dusk masks etc.
4. Place the machine in the "off" position when removing materials, jams or when performing minor adjustments or maintenance.
5. Avoid leaving a running machine unattended. Turn power off the machine when the machines is idle. Follow appropriate "lock-out/tag-out" procedures when machines are out-of-service or under repair.
6. Perform regular housekeeping to keep the work area clean from debris.
7. Do not use flammable or combustible solvents in open, unlabeled containers. Store all flammable materials in UL listed or FM approved safety containers or storage cabinets.
8. Follow Cal/OSHA safety procedures when working in confined spaces, e.g. sewers, manholes, utility vaults, wells, pits, crawl spaces and similar enclosed work areas.
9. Use hand tools for their intended use and keep them in good repair. Do not perform makeshift repairs. Always handle tools with sharp points or edges carefully and pass them by directing sharp edges away from yourself and the other person.
10. Never throw tools to another person, or drop them from ladders, scaffolding or other elevated work platforms.

## **Portable Ladder Safety**

1. Always inspect the ladder for loose rungs or steps and other broken or missing pieces e.g. split side rails or missing rubber foot pads. Before use read and follow the manufacturer's instruction and load limit label.
2. Inspect for electrical hazards above and on the ground where the ladder will be positioned. Be aware of electrical power lines when carrying or setting up a ladder maintain a 50' clearance for safety at all times.
3. Use the proper ladder, size and type, for the job at hand. Never use a metal ladder when performing electrical work.
4. Face the ladder when ascending or descending and only allow one person on the ladder at the same time.
5. Never stand on the top step or rung of a ladder.
6. Do not place ladders in passageways or doorways without posting warning signs or cones to detour pedestrian traffic away from the ladder.
7. Maintain a three-point contact with the ladder at all times – keep both hands and one foot, or both feet and one hand on the ladder when climbing.
8. Do not stand on ladders that wobble or try to move a ladder by rocking or trying to walk the ladder sideways. Descend from ladder and reposition it properly from ground/floor level.
9. Keep your body centered on the ladder and do not overreach to either side or lean backwards.
10. Always rest the ladder on a firm, non-slippery, level surface. Do not set up ladders on boxes, concrete blocks, bricks, pails or other unstable bases.
11. When using an extension ladder, extend the top rung at least 3 feet above the edge of the elevated surface landing area.

12. Provide the correct angle when setting up and using an extension ladder: one (1') foot away from the base and the wall for every four (4') feet in height.
13. Do not move a rolling ladder when someone is on it or use a ladder as a horizontal work platform.
14. Secure a ladder in place to prevent slippage or have a co-worker present to hold the ladder and act as a spotter while the ladder is in use.
15. Never walk under a ladder or scaffold; or leave a ladder set-up and unattended.
16. Follow Cal/OSHA safety guidelines for fall protection when working on ladders or scaffolding designed to limit free fall of up to six (6') feet.

### **Landscaping & Grounds Maintenance**

1. Keep all equipment in good repair and never remove any manufacturer specified safety guards during operation.
2. Use personal protective equipment (PPE) e.g. safety goggles, hearing protection, gloves, solid toe shoes, dust masks, high visibility vests and sunscreen.
3. Never allow minor aged children/teenager to operate motorized equipment.
4. Never allow riders (except the driver) on lawn mowers, tractors, on pick-up or truck beds and vehicles pulling trailers.
5. On riding lawn mowers – Always mow up and down the slope, never across the face to prevent roll-over accidents
6. Using push lawn mowers – Always mow across the face of a slope, never up and down to prevent slipping underneath the lawnmower.
7. Clear loose items and debris e.g. stones, pine cones, large sticks from the area before mowing, using power air blowers, weed trimmers or edgers.
8. Always mow and aim blowers away from buildings, parking lots and highways.
9. Maintain a safe distance of 45 feet between your work area and people, animals or vehicles.
10. Take frequent rest breaks, keep well hydrated to avoid heat-related illness. Always have a first aid kit at the work site and be alert and cautious of poisonous plants or animals.

### **Motor Vehicles & Defensive Driving**

1. All employees and volunteers shall be properly licensed to drive the type of vehicle they are operating. Additional safety training or driver certification may be required of individuals who operate vans, forklifts, cranes, power lifts, golf/utility carts or other specialized vehicles.
2. Perform a vehicle safety check on a daily basis by checking these items: lights, turn signals, brake responsiveness, windshield wipers, fluid levels and have an emergency kit in the vehicle.
3. Always wear a seat belt and require all passengers to wear them.
4. Do not overload either the passenger capacity or vehicle load limit.
5. Never allow passengers to ride in the back of a pick-up truck or trailer.
6. Drivers will avoid all forms of distracted driving – NO cellphone use, texting, applying make-up, reading maps or setting GPS while driving.
7. Drivers will use defensive driving practices at all times – always keep a safe distance between vehicles, be aware of other vehicles both in front and behind, check the area behind the vehicle before backing and be alert for pedestrians, bicyclists and animals on the highway.
8. Take frequent rest breaks to avoid fatigue.
9. Keep alert to changing highway and driving conditions. Monitor weather reports before and during your trip. Be prepared for sudden changes in weather and pull over to a safe area when hazardous conditions prevent safe

- travel.
10. Keep others informed of your intended route and expected arrival time.  
Report all accidents or unexpected delays to your supervisor.

### **Workplace Safety & Violent Acts**

1. All employees and volunteers are expected to report immediately all potential threats or known incidents of workplace violence to your supervisor or manager.
2. All types of violence are prohibited in the workplace, including but not limited to: hitting, pushing, shoving or other physical contact, bullying, threats or intimidation, stalking, verbal or physical aggression directed towards damaging or destroying company or co-worker's property, equipment or personal belongings.
3. Be alert to potential warning signs for violence: change in personal characteristics or unusual traits, obsessive behaviors and threatening activities toward others.
4. Employees and volunteers need to be aware of their surroundings at all times.
5. Always have an escape plan in the event of violence, knowing two exits.
6. If you observe something suspicious – REPORT IT to your supervisor or manager.
7. Learn the principles of RUN, HIDE, FIGHT and be prepared to act if a violent or active shooter occurs at this facility.
8. In active shooter situations, If there is an accessible escape route – RUN and evacuate the building immediately to a safe area. Leave all personal items behind.
9. If escape is not possible – HIDE and lock all doors securely and turn off lights and cellphone ringers. Hide under furniture or in spaces not easily seen and wait for law enforcement's assistance.
10. As a last resort be prepared to – FIGHT using any means possible or available to take down the active shooter, escape or incapacitate the assailant.
11. CALL 911 – when it is safe to call and notify management of the situation.
12. Stay calm and cooperate fully with all instructions given by law enforcement officers.

### **Appendix of Forms pertaining to the IIPP & WVPP programs**



**California Workplace Safety  
Pacific Union Conference**

**HAZARD ASSESSMENT AND CORRECTION RECORD**

Date of Inspection:

Person Conducting Inspection:

Unsafe Condition or Work Practice: .....  
.....  
.....

Corrective Action Taken: .....  
.....  
.....

Other Notes: .....  
.....  
.....  
.....  
.....  
.....  
.....



**California Workplace Safety  
Pacific Union Conference**

**INCIDENT / ACCIDENT INVESTIGATION REPORT**

Date of Incident / Accident:

Time of Incident / Accident:

Location of Incident / Accident:

Incident / Accident Description: .....

Immediate and Root Cause of the Incident / Accident:

Individual(s) Involved: .....

Preventative Action Recommendations: .....

Corrective Actions Taken: .....

Manager Responsible:

Date Completed:





**California Workplace Safety  
Pacific Union Conference**

## **SAFETY HAZARD REPORTING FORM**

\_\_\_\_\_ is committed to maintaining a safe work environment. A safe work environment is one which is free from accidents, injuries and work-related illnesses. All employees and volunteers must work together to create and maintain a safe environment for all employees, students and visitors. Our organization is committed to comply with Federal, state and local laws concerning worker health and safety.

Employees and volunteers may use this form to report safety issues to management. The risk management department will investigate the safety issue/complaint to determine what action needs to be taken. This form can be submitted anonymously. Employees are advised that it is illegal for an employer to take any action against an employee in reprisal for exercising their rights to report safety issues.

**Date:** \_\_\_\_\_

**Employee or Volunteer's Name: (Optional)**

\_\_\_\_\_

**Phone # and/or Email: (Optional)**

\_\_\_\_\_

**Time unsafe condition observed:** \_\_\_\_\_

**Describe the unsafe hazard, condition or practice:**

**Location:** (Building, Floor, Room #, Department, etc.)

\_\_\_\_\_

**Has this matter been reported to your supervisor?**

Do you wish to be notified of action taken:      **Yes**                      **NO**  
(If yes, please make sure contact information is provided)

**Send completed form to the risk management department. Email:** \_\_\_\_\_





**California Workplace Safety  
Pacific Union Conference**

**WORKPLACE VIOLENCE ASSESSMENT AND CORRECTION REPORT**

Date of Assessment:

Person Preparing the Report:

Location, Incident Description and identified Workplace Exposure:

.....  
.....  
.....

Corrective Action(s) Taken:

.....  
.....  
.....

Other Notes: .....

.....  
.....  
.....  
.....  
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.....

**IMPORTANT NOTICE:** *Ensure that no personal identifying information is recorded or documented in the written investigation report. This includes information which would reveal identification of any person involved in a violent incident, such as the person's name, address, electronic mail address, telephone number(s), social security number, or other information that, alone or in combination with other publicly available information, reveals the person's identity.*



**California Workplace Safety  
Pacific Union Conference**

## **Pacific Union College Contact Information**

### **Injury and Illness Prevention Plan Administrator:**

Joy Hirdler, (707) 965-7361, [jhirdler@puc.edu](mailto:jhirdler@puc.edu)

### **Workplace Violence Prevention Plan Administrator**

Joy Hirdler, (707) 965-7361, [jhirdler@puc.edu](mailto:jhirdler@puc.edu)

### **Human Resources Department**

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### **Organizational Online Web-portal Information**

- [www.puc.edu](http://www.puc.edu)
- [www.puc.edu/campus-services/human-resources/forms-policies](http://www.puc.edu/campus-services/human-resources/forms-policies)