

JOINT LOSS MANAGEMENT (Workplace Safety)

The school district is committed to providing a safe working environment for all of its employees. A safe working environment includes but is not limited to furnishing personal protective equipment, safety appliances and safeguards; ensuring that such equipment, appliances, and safeguards are used regularly; and adopting working methods and procedures which will protect the life, health, and safety of the employees.

The philosophies and objectives behind this workplace safety commitment are as follows:

- the safety and health of all school district employees, is a priority
- all employees will be required to make their personal safety and the safety of their co-workers a priority
- as a condition of employment, each individual employed by the school district will be expected to conduct their daily tasks in a manner that is consistent with the philosophy and objectives of this policy as well as any safety rules or procedures the school district utilizes. The school district expects every employee to do her or his part in supporting safety.

With these objectives in mind, the school district will:

- ensure that adequate safeguards are provided in all workplaces
- conduct a program of safety inspections to identify and eliminate unsafe working conditions or practices, to control health hazards, and to comply with all safety and health standards
- train all employees in health and safety practices; employees will be responsible for completing training and paperwork to the satisfaction of the building administrator
- provide necessary personal protective equipment and instruction for the employee's use and care, when and where applicable
- develop, update and enforce health and safety rules and require all employees to cooperate with these regulations
- investigate every accident or incident to determine the cause and take actions to prevent any reoccurrence of the problem

Legal References:

RSA 200:40, *Health and Sanitation: Emergency Care*

RSA 281-A:64, III, *Worker's Compensation: Safety Provisions; Administrative Penalty*

NH Code of Administrative Rules, Section Ed. 306.04(a) (2), *Policy Development, Safety*

NH Code of Administrative Rules, Section Ed. 306.04(d), *Safety, Procedures*

NH Code of Administrative Rules, Chapter LAB 600, *Safety Programs and Joint Loss Management Committee*

NH Code of Administrative Rules, Chapter LAB 1400, *Safety and Health of Employees*

Adopted 2004

Revised 2005

Revised 2008

Revised 2014

