

Fallbrook Union Elementary School District

INJURY AND ILLNESS PREVENTION PROGRAM

School District Name and Address

Fallbrook Union Elementary School District
321 N. Iowa Street
Fallbrook California 92028

Name and Contact Information for Individual Completing this form

Marlen Jimenez, Benefits/Risk Management Specialist
Fallbrook Union Elementary School District
321 Iowa Street
Fallbrook California 92028
760-731-5406

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:

Kimberly Huesing, Assistant Superintendent of Human Resources
Fallbrook Union Elementary School District
321 N. Iowa Street
Fallbrook California 92028
760-731-5402

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

This IIPP applies to all schools in our district.

(Optional but recommended.) Each school in our district is assigned a safety supervisor. School-site safety supervisors 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 supervisor has a copy of this IIPP. A list of all the district's school-site safety supervisors who will implement and maintain the IIPP at their school sites is attached as Form A.

The master copy of this IIPP can be found at:
Human Resources
Fallbrook Union Elementary School District
321 Iowa Street
Fallbrook California 92028
760-731-5402

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 supervisors in their school sites
- Our district's IIPP Administrator(s)/SASH Coordinator(s)
- Other: _____

Periodic inspections are always performed 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.*
- Whenever new, previously unidentified hazards are recognized. *
- Whenever occupational injuries and illnesses occur.*
- Whenever workplace conditions warrant an inspection.*
- When we hire and/or reassign permanent or intermittent workers to processes, operations, or tasks for which a hazard evaluation has not been previously conducted.*
- Other times: Annually

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

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

Bryson Bickler; Director of Maintenance & Operations

Name and Job Title

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

- Visit the scene as soon as possible.
- Interviewing injured employees and witnesses.
- Determining the cause of the accident/exposure.
- Examining the workplace and the incident for underlying causes associated with the accident/exposure.
- Taking corrective action to prevent the accident/exposure from reoccurring.
- Recording the findings and actions taken.
- Other: Report to proper authorities as deemed necessary

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:

¹ Items with an asterisk (*) are activities that are required by Cal/OSHA for compliance with the IIPP standard.

- When observed or discovered; * 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.* If our employees are not qualified to correct said hazard, then a third party will be used for such purpose.

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.*
- Follow-through by supervisors to ensure effectiveness.*
 - Worksite-specific health and safety training.*
 - Regularly scheduled safety meetings. Our safety meetings are held on the following schedule: Quarterly during the school year
 - Effective communication of safety and health concerns between workers and supervisors, including language translation where appropriate.*
 - Posted or distributed safety information.*
 - A system for employees to anonymously inform administration about workplace hazards. * The system involves: Contacting any site administrator, district administrator or Facilities, Maintenance & Operations personnel.

--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).
- C. Other methods we use to ensure communication with and involvement of employees include: _____
- D. COVID-19 – See Attachment

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 to the following schedule:

- When our IIPP was first established. *
- To all new employees. *

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

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.

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

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

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.
- Other systems we have in place to ensure compliance with safety practices: _____

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.

**FALLBROOK UNION ELEMENTARY SCHOOL DISTRICT
HAZARD ASSESSMENT AND CORRECTION RECORD**

Date of Inspection: _____

Person Conducting the Inspection: _____

Unsafe Condition or Work Practice: _____

Corrective Action Taken: _____

**FALLBROOK UNION ELEMENTARY SCHOOL DISTRICT
ACCIDENT/EXPOSURE INVESTIGATION REPORT**

Date and Time of Accident: _____

Location: _____

Accident Description: _____

Person(s) involved: _____

Preventive Action Recommended: _____

Corrective Action Taken: _____

Manager Responsible: _____

Date Completed: _____

FALLBROOK UNION ELEMENTARY SCHOOL DISTRICT

COVID-19 GUIDELINES with respect to CalOSHA, California Department of Public Health, Centers for Disease Control and Prevention, Stronger Together: A Guidebook for the Safe Reopening of California's Public Schools

- Actively encourage sick employees to stay home.
- Immediately send employees home or to medical care, as needed, if they have a frequent cough, fever, difficulty breathing, chills, muscle pain, headache, sore throat, or recent loss of taste or smell.
- Ensure employees who are out ill with fever or acute respiratory symptoms do not return to work until both of the following occur:
 - Have been fever-free for 24 hours without using fever reducing medication
 - AND other COVID-19 symptoms are mild and improving
 - Avoid shared workspaces (desks, offices, and cubicles) and work items (phones, computers, other work tools, and equipment) when possible. If they must be shared, clean and disinfect shared workspaces and work items before and after use.
- Establish procedures to routinely clean and disinfect commonly touched objects and surfaces such as elevator buttons, handrails, copy machines, faucets, and doorknobs. Surfaces should be cleaned with soap and water prior to disinfection. These procedures should include:
 - Using disinfectants that are EPA-approved for use against the virus that causes COVID-19.
 - Providing EPA-registered disposable wipes for employees to wipe down commonly used surfaces before use.
 - Following the manufacturer's instructions for all cleaning and disinfection products (e.g., safety requirements, PPE, concentration, contact time).
 - Ensuring there are adequate supplies to support cleaning and disinfection practices.
- If an employee is confirmed to have COVID-19 infection:
 - Inform employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). Please see further information on protecting the privacy of persons with COVID-19 from the California Department of Fair Employment and Housing.
 - Regular routine cleaning/disinfecting conducted. Deep clean upon request.