

All Personnel

**EMPLOYEE SAFETY**

The Board of Education of Chula Vista Elementary School District intends to provide a safe, secure environment for all employees of the District.

The Governing Board believes safety is every employee's responsibility. The Board expects all employees to use safe work practices and to report and correct any unsafe conditions which may occur. The prevention of injuries and losses from accidents, illnesses, and acts of violence is very important to the District. Supervisors shall constantly promote safety and correct any unsafe work practices through education, training, and enforcement.

The District will not tolerate any attack/assault or verbal/nonverbal threat against any individual. Such conduct will be promptly investigated by the Site and/or District Administration. Employees who engage in this conduct may be subject to disciplinary action up to and including dismissal.

The Superintendent or designee shall establish and implement a written injury and illness prevention program in accordance with law. (Labor Code 6401.7)

*(cf. 3514 – Safety)*

No employee shall be discharged or discriminated against for making complaints, instituting proceedings, or testifying with regard to employee safety or health, or for participating in any occupational health and safety committee established pursuant to Labor Code 6401.7. (Labor Code 6310)

Legal References:

EDUCATION CODE

44014 Report of assault by pupil against school employee; failure a misdemeanor

44807 Duty concerning conduct of pupils

48905 Injury or damage to person or property of school District employee; willful misconduct of pupil;  
request for legal action by school District

49331 Removal from possession of pupil by designated employee

32000-32066 Safety: public and private institutions

All Personnel

**EMPLOYEE SAFETY** (continued)

LABOR CODE

6305 Occupational safety and health standards; special order

6310 Retaliation for filing complaint prohibited

6401.7 Injury and illness prevention program

6400-6413.5 Responsibilities and duties of employers and employees

CODE OF REGULATIONS, Title 8

3203 Injury and illness

CODE OF FEDERAL REGULATIONS, Title 29

1910.95 Noise standards

Policy

Adopted: 08/06/91

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Revised: 06/20/95

Revised: 05/16/00

CHULA VISTA ELEMENTARY SCHOOL DISTRICT  
Chula Vista, California