

INJURY AND ILLNESS PREVENTION PROGRAM

Cardiff School District
1888 Montgomery Avenue
Cardiff, CA 92007

Jill Vinson, Superintendent

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:
Superintendent, 1888 Montgomery Ave Cardiff, CA 92007 (760) 632-5890

X This IIPP applies to all schools in our district.

X Each school in our district has been 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. The district's school-site safety supervisors who will implement and maintain the IIPP at their school sites is as follows:

Principal, Cardiff School
Senior Custodian, Cardiff School
Principal, Ada Harris School
Senior Custodian, Ada Harris School

The master copy of this IIPP can be found at: Cardiff School District 1888 Montgomery Avenue Cardiff, CA 92007

Other copies of the IIPP can be found at the school sites and at: www.cardiffschools.com

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:

X Our District's IIPP Administrator(s)

Periodic inspections are always performed according to the following schedule:

- X When we initially established our IIPP.*¹
- X Whenever new substances, processes, procedures or equipment which present potential new hazards are introduced into our workplace.*
- X Whenever new, previously unidentified hazards are recognized.*
- X Whenever occupational injuries and illnesses occur.*
- X Whenever workplace conditions warrant an inspection.*

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

- X 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.*

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

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

Site principal and senior custodian assigned to each school site

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

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

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

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

- X When observed or discovered;* and
- X 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.*

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. X New employee orientation including a discussion of safety and health policies and procedures.*
 - X Follow-through by supervisors to ensure effectiveness.*
 - X Worksite-specific health and safety training.*
 - X Regularly scheduled safety meetings. Our safety meetings are held on the following schedule: Monthly leadership meetings and regular site walkthroughs
 - X Effective communication of safety and health concerns between workers and supervisors, including language translation where appropriate.*

- X Posted or distributed safety information.*
- X Employees can anonymously leave written feedback to administration about workplace hazards.*

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

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

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

- X Informing employees of the provisions of our IIPP.
- X Evaluating the safety performance of all employees.
- X Providing training to employees whose safety performance is deficient.

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):

- X 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.
- X Documentation of our safety and health training.

COVID-19 PROTOCOLS

The Cardiff School District COVID-19 Protocols can be found on the District website. In addition, we follow [Cal/OSHA requirements](#) in the event of an employee outbreak.