

Staff Health and Safety

The Board directs the Superintendent to take all necessary and appropriate means to provide for the health and safety of all employees while engaged in the performance of their duties.

The Superintendent will develop the district plan for dealing with any hazardous chemicals in the work place. Such plan will include the proper labeling, storage, and disposal of all such materials.

The Superintendent will develop district-wide training activities to deal with the use of hazardous chemicals. Training will include the identification, use, storage and disposal techniques needed to assure safety of staff and students.

In meeting the requirements of the law, all employees will be trained to recognize and respond appropriately to the presence of any hazardous chemical. All personnel who during the performance of their duties or in any foreseeable emergency may be exposed to hazardous chemicals will be so informed and will be trained to deal appropriately with these chemicals.

The Superintendent will provide to all staff members the MSDS (Material Safety Data Sheets) which must accompany any hazardous substance used in the school setting.

The school district will be vigorous in its protection of all employees from physical and/or psychological abuse from any source.

Any employee who is threatened with harm is to notify the Superintendent, the principal or other immediate supervisor. Steps will be immediately taken to ensure the safety of the employee and commence proceedings against the person or group causing the threat to the safety of the employee.

Further, the school district shall protect its employees through a comprehensive liability insurance when a complaint is filed which directly involves the carrying out of school-related duties by the employee. The school district shall hold harmless and defend any district employee from claims for damages caused or alleged to have been caused in whole or in part by that employee while performing said assigned duties as an employee of the district under the provisions of the district's liability policy, whether or not that person is employed by the district at the time the claim is made, provided that the district shall not be obligated to assume any costs or judgments held against the employee when such damages are proved to be due to the employees willful negligence, violation of law, or a criminal act as determined by a court of law.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)
[ORS 329.095](#)
[ORS 453.001 - 453.275](#)

[OAR 437-001-0760](#)
[OAR 437-002-0020 to -0075](#)
[OAR 437-002-0140](#)
[OAR 437-002-0144](#)
[OAR 437-002-0145](#)
[OAR 437-002-0180 to -0182](#)
[OAR 437-002-0360](#)
[OAR 437-002-0368](#)
[OAR 437-002-0377](#)
[OAR 437-002-0390](#)
[OAR 437-002-0391](#)
[OAR 581-022-1420](#)