

RIVER EDGE BOARD OF EDUCATION
River Edge, NJ 07452

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Policy

EMPLOYEE SAFETY

Through its overall safety program, the board of education shall seek to ensure the safety of employees during working hours.

The board shall be diligent in maintaining safe working conditions for employees. It shall provide an Exposure Control Plan for the occupational containment of blood-borne pathogens as described in file code 4112.4 Employee Health. The board shall also provide information on possible hazardous substances in the workplace, in accordance with law.

The board shall expect employees to follow all established safety rules and regulations, such as those pertaining to the use of safety equipment, the wearing of safety clothing and protective eye devices where appropriate, and the lifting or shifting of heavy weights.

Employees shall report all accidents to their supervisor immediately.

Custodial Safety Equipment

The board recognizes that the performance of custodial and maintenance duties may result in levels of muscular stress to the lower back which are injurious to board employees. Consequently, the board shall provide and maintain, at its own cost and expense, lumbar support belts or other devices or equipment it deems appropriate and which are designed to give the user lower back support and/or other protection against lower back injury. These belts, devices or equipment shall be worn by all custodial and maintenance employees whenever they perform any employment duties unless otherwise authorized by the business administrator/board secretary or his/her designee.

Legal References: N.J.S.A. 2C:7-1 et seq. Registration and notification of release of certain offenders
N.J.S.A. 18A:16-2 Physical examinations; requirement
N.J.S.A. 18A:40-12.1 Protective eye devices required for teachers, pupils and visitors in certain cases
N.J.S.A. 18A:40-12.2 Rules prescribing kinds, types and quality of devices
N.J.S.A. 34:5A-1 et seq. Worker and Community Right to Know Act
N.J.S.A. 34:6A-25 et seq. New Jersey Public Employees' Occupational Safety and Health Act
N.J.S.A. 34:19-1 et seq. Conscientious Employee Protection Act
N.J.A.C. 6:8-2.1 Reporting requirements
N.J.A.C. 6A:26-12.5 Eye protection in schools
N.J.A.C. 12:100-4.2 Safety and Health Standards for Public Employees (Adoption by reference)

29 CFR 1910.1030 – Blood-borne Pathogen Standard

Manual for the Evaluation of Local School Districts (September 2002)

Cross References: *3510 Operation and maintenance of plant
 *3516 Safety
 *4111.1 Nondiscrimination/affirmative action
 *4112.4 Employee health
 *5142 Pupil safety

*Indicates policy is included in the Critical Policy Reference Manual.

Key Words

Insurance Management, Accidents, Employee Safety

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