



**WILLIAM S. HART  
UNION HIGH SCHOOL DISTRICT**

**INJURY AND ILLNESS  
PREVENTION PROGRAM  
(IIPP)**

## William S. Hart Union High School District

TO: All Employees  
FROM: Vicki Engbrecht, Superintendent  
Sonia Pishehvar, Risk Manager & Safety Coordinator  
RE: **INJURY AND ILLNESS PREVENTION PROGRAM**

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The William S. Hart Union High School District is firmly committed to maintaining a safe and healthy working environment. The California Code of Regulations, Title 8, Section 3202 requires that William S. Hart UHSD to establish, implement and maintain an effective written Injury and Illness Prevention Program (IIPP).

The Injury and Illness Prevention Program is the district's written safety program. The program identifies the person with authority and responsibility for the program, includes a system for communicating with employees and includes procedures for identifying and evaluating work place hazards. The Injury and Illness Prevention Program is maintained by the District Risk Manager, Sonia Pishehvar.

Safety and health must be a part of every operation and it is every employee's responsibility at all levels. All district employees should be familiar with the purpose and location of the Injury and Illness Prevention Program.

A copy of this written Injury and Illness Prevention Program is on file at the District's Risk Managers Office, at each school site with every office manager for review by each and every employee. Additionally, the IIPP can be viewed on the Hart District Website. [www.hardistrict.org](http://www.hardistrict.org) under the Staff Portal/Risk Management/Training.

All WSHUHSD employees share in the responsibility of detecting hazards and controlling them. All employees are required to inform their supervisor immediately of any situation beyond their ability and authority to correct. If you have any questions, please do not hesitate to contact, Sonia F Pishehvar, Risk Manager at (661)259-0033 Ext 253.

Thank you



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## **PURPOSE**

Our Injury and Illness Prevention Program (IIPP) is designed to prevent injuries, illnesses and accidents in the workplace. The primary purpose of the IIPP is to ensure the safety and health of District employees and to provide a safe and healthful work environment. As required by Title 8, CCR Section [3203](#), the IIPP contains the following elements:

- Program responsibilities
- Compliance methods to ensure safe work practices
- Communication system on health and safety issues
- Hazard assessment and periodic inspections of work areas
- Hazard correction
- Health and safety training
- Accident investigation
- Record keeping

## **RESPONSIBILITIES**

### **Superintendent**

The Superintendent has the ultimate authority and responsibility for the implementation of the District's IIPP. The Superintendent provides:

- Executive management oversight of the IIPP
- A system of accountability for program implementation
- Program evaluations and resources to support program implementation

### **IIPP Administrator**

The IIPP Administrator for the District is:

Sonia F. Pishehvar, CSRM Risk Manager and Safety Coordinator

Contact Number: (661) 259-0033 Ext 253

Email Address: [spishehvar@hartdistrict.org](mailto:spishehvar@hartdistrict.org)

The IIPP Administrator oversees the effective implementation of the IIPP and has the authority and responsibility for implementing the program. Responsibilities include:

- Maintain and effectively implementing the District's IIPP
- Oversight to ensure injuries and accidents are investigated

- Review inspections and hazard correction documentation to ensure identified hazards have been mitigated
- Establish a District wide Safety Committee
- Establish procedures for employee reporting of workplace hazards, accidents, and injuries

### **School-Site Safety Coordinator and Assistant Principal of Facilities**

Each school in the District has an assigned safety coordinator or assistant principal of facilities. The safety coordinator/ assistant principal of facilities is responsible for implementation of the IIPP relative to the operations at the school. Appendix A contains contact information for each school-site safety coordinator/ facilities assistant principal. Responsibilities include:

- Serve on the District Best Practices and Safety Committee and act as a liaison between the District and school
- Distribute safety information received by the IIPP Administrator
- Communicate with principals, department heads, and supervisors to coordinate IIPP responsibilities within the school
- Ensure periodic inspections are conducted as required with corrective action follow-up
- Maintain the school site required documentation as outlined in the Record Keeping section
- Maintain a copy of the IIPP at the school site

### **Principals and Department Heads**

Principals and Department Heads are responsible for compliance with the provisions of the IIPP within their school site and department. Responsibilities include:

- Provide leadership that supports a strong safety culture and continuous improvement
- Assign clear responsibilities to supervisors and school-site safety coordinators/ assistant principal of facilities
- Conduct regular safety meetings to review accidents, analyze causes, and promote communication about the school's hazards and control measures
- Ensure job-specific hazard assessments are conducted to identify employee training requirements
- Ensure job-specific employee training is conducted
- Provide supervisor IIPP training and ensure supervisors are knowledgeable about health and safety hazards under their supervision and control

## **Supervisors**

Supervisors are responsible for the implementation of the IIPP for employees, facilities, and operations under their direct supervision and control.

Responsibilities includes:

- Communicate with the principal, department heads, and safety coordinator/assistant principal of facilities to coordinate IIPP responsibilities within the school
- Investigate all accidents and incidents within their area of responsibility
- Conduct periodic safety inspections of facilities
- Conduct regular observations of employee work practices and instruct employees on safe work practices
- Enforce safe work practices and procedures for employees and operations under direct supervision and control
- Provide job-specific employee safety training
- Attend training to become knowledgeable about hazards and controls in areas of responsibility

## **Employees**

Responsibilities of all District employees include:

- Follow all safe work practices, safety policies, and procedures. Talk to the supervisor when questions arise
- Report real or potential unsafe conditions to the immediate supervisor
- Report injuries immediately to the supervisor

## **COMMUNICATION**

The District recognizes the importance of effective, two-way communication on health and safety issues. All supervisors are responsible for communicating with their employees about occupational safety and health in a form readily understandable by all employees.

### **New Employee Orientation**

All new employees will receive an orientation about the District and school-site specific safety and health policies and procedures. A supervisor follow up will be conducted to ensure employee understanding.

## **Health and Safety Training**

The District has training requirements designed to instruct each employee on general and job-specific safety procedures. Refer to the Training section for additional details.

## **Safety Meetings**

Safety meetings will be conducted by school sites as needed. During safety meetings the supervisor, safety coordinator, or other trainer may discuss issues such as:

- New hazards that have been introduced or discovered in the workplace
- Causes of recent accidents or injuries and procedures to prevent similar incidents in the future
- Any health or safety issue deemed by the District or school to require reinforcement
- Mandatory Safety Training meetings will be coordinated by risk manager and site safety coordinators, facility assistant principals and plant managers.

## **Employee Hazard Reporting System**

Employees are encouraged to report safety hazards. Hazardous/Unsafe Condition Report forms (Appendix B) may be submitted directly to the immediate supervisor or school-site safety coordinator/assistant principal of facilities. Employees may also report hazards anonymously by sending the written form to the IIPP Administrator.

All submitted reports will be investigated in a prompt and thorough manner. All investigations and proposed corrective action will be reviewed by the District Best Practices and Safety Committee.

## **District Best Practices and Safety Committee**

The District Best Practices and Safety Committee will provide a forum for two-way health and safety communication for all schools and worksite in the District. The Committee will include the School-Site Assistant Principals of Facilities or Safety Coordinators. The Committee will:

- Advise the Superintendent on current health and safety issues including regulatory requirements
- Review employee accidents to ensure root causes and corrective actions have been identified
- Assist in IIPP reviews and evaluations as requested

- Recommend health and safety training, resources, or other support to facilitate IIPP implementation
- Address employee hazard reports and safety concerns that have not been resolved at the department level

**Safety Bulletin Boards / Supplemental Communications**

The District will maintain safety bulletin board(s) to meet Cal/OSHA posting requirements and to ensure ongoing communication on significant health and safety issues. District and school site e-mail messages and employee handouts on relevant topics are additional means of safety communication. Monthly safety topics will be distributed to all sites.

**HAZARD ASSESSMENT/INSPECTION**

Periodic inspections to identify and evaluate hazards within the District will be conducted. The School-Site Facilities Assistant Principal/Safety Coordinator, supervisor, plant manager or assigned designee(s) will conduct and document the inspection. Inspections checklists are located at the District webpage under risk management tab, inspections form folder. The schedule is outlined below:

Customize this table to reflect the District’s facilities and enter the inspection frequency.

Facilities	Inspection Frequency
School Site - offices, classrooms, library, and interior/exterior areas and facilities not mentioned below	Quarterly
Science labs, art labs, vocational shops (wood, auto, etc.)	Quarterly
Athletic - gymnasium, sports fields, bleachers, concession, etc.	Quarterly
Auditorium/Theater	Quarterly
Athletic – weight room	Weekly
Food service – Kitchen, storage, cafeteria, snack bar	Weekly
Maintenance & Operations yard and shop	Quarterly
Transportation yard and shop	Quarterly
Walk ways	Quarterly
Parking lots	Quarterly

In addition to the department periodic inspection schedule, inspections will be conducted as required in the following situations: (Appendix D Inspection Check List)

- IIPP is first established
- New substances, processes, procedures or equipment result in new hazards in department units/facilities
- New, previously unidentified hazards are identified
- Occupational accidents or incidents occur
- Department hires or reassigns employees to operations or tasks where a hazard evaluation has not been conducted

## **HAZARD CORRECTION**

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

- When observed or reported. Hazards may be discovered either as a result of a scheduled periodic inspection or during normal operations. Supervisors of affected employees are expected to correct unsafe conditions as quickly as possible after discovery of a hazard, based on the severity of the hazard.
- When an imminent hazard exists that cannot be immediately corrected, we will remove employees from the immediate hazard except those needed to correct the condition and to address security issues.

## **REPORTING A WORK RELATED ACCIDENT or INJURY**

Work related accidents or injuries must be reported immediately to your direct supervisor. If this is a life threatening injury call 911. If it is not a life threatening injury, your supervisor will direct to call our 24 hour 7 days a week injury reporting hotline with a triage nurse. For work related injuries please call **Company Nurse (877) 223-9307**.

If medical treatment is needed you will be given a list of authorized treatment centers. We have a Medical Provider Network (MPN) in place that will facilitate all medically necessary treatments. The office managers at the sites will assist with the claim reporting documentation. For any questions on procedures contact the District Risk Manager (661) 259-0033 Ext 253.

## **ACCIDENT AND INCIDENT INVESTIGATIONS**

The purpose of accident investigation is to determine the cause(s) of accidents and identify what can be done to prevent similar accidents from recurring.

Investigations of workplace accidents, hazardous substance exposures and near accidents will be conducted by the safety coordinator/assistant principal of facilities and/or supervisor. The principal, department head, and/or the IIPP Administrator may review the accident documentation to determine if the contributing factors and corrective actions to prevent future injuries are adequately identified.

Our procedures include:

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

The Accident Investigation Report form (Appendix C) should be completed to record pertinent information. The District's Accident Investigation forms are located at the District web page, under risk management tab, accident investigation folder. Hard copies can be located with the site office manager.

## **SAFETY AND HEALTH TRAINING**

All employees will have training and instruction on general and job-specific safety and health practices. Training and instruction will be provided according 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 and school-site safety coordinators/assistant principals of facilities 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

### **General Safety Training**

General safety training will, at a minimum, include:

- An explanation of our IIPP, emergency action plan and fire prevention plan

- Measures for reporting any unsafe conditions, work practices, and injuries
- Workplace violence awareness and reporting procedures
- Provisions for medical services, first aid, and emergency procedures
- Proper housekeeping, such as keeping walkways clear, keeping work areas neat and orderly, and promptly cleaning up spills
- Prohibiting horseplay or other acts that adversely influence safety
- Proper storage, including prohibiting storage near emergency exits, fire extinguishers, and electrical panels

### **Job-Specific Safety Training**

Job-specific safety training will be provided to all employees regarding hazards unique to their job assignment. Training may include, but is not limited to:

- Ergonomic awareness and the prevention of musculoskeletal disorders, including proper lifting techniques.
- The use of appropriate clothing, including gloves, footwear, and personal protective equipment (PPE).
- Information about Cal/OSHA's Hazard Communication regulation, including chemical hazards, such as pesticides, cleaning products, lab chemicals, etc.
- Proper food and beverage storage to prevent contamination
- Slip and fall hazards and ladder safety
- Potential exposure during building repairs, such as lead paint and asbestos
- Potential exposure to bloodborne pathogens and aerosol transmissible diseases
- Heat illness prevention
- Indoor air quality
- Power tools and machinery hazards, including electrical safety, lock-out tag-out of machinery, machine guarding, etc.
- Defensive driving
- Mandated reporting: Child abuse and neglect
- Sexual Harassment Prevention
- Work place bullying: awareness and prevention

### **Supervisor and School-Site Safety Coordinator Training**

The District will ensure supervisors and safety coordinators/assistant principal of facilities are trained on their specific roles within the IIPP as well as training about specific health and safety hazards and work practices under their supervision and control.

### **Codes of Safe Practices**

General and job-specific codes of safe practices are located on the District web page under risk management tab, code of safe practices folder. Hard copies can be found in the supervisor/safety coordinator/assistant principal of facilities safety binder.

## **COMPLIANCE**

Management is responsible for ensuring that all safety and health policies and procedures are clearly communicated and understood by all employees. Supervisors and lead personnel are expected to enforce the rules fairly and uniformly.

All District employees are responsible for complying with safe and healthful work practices. Our system of ensuring that all employees comply with these practices includes the following:

### **IIPP Training**

Employees will receive IIPP training during their new employee safety orientation and periodically thereafter. IIPP training will be provided for safety coordinators and supervisors concerning their responsibilities for program implementation.

### **Supervisor Evaluation of Safety Performance**

Supervisors will evaluate employee safety performance by routine observation of employee work practices. Employee counseling on unsafe work practices will be used to communicate deficiencies in safety performance. Supplemental training and observation will be conducted to the degree required to correct the unsafe work practice.

### **Employee Safety Recognition Program**

Employees who perform safe and healthful work practices will be recognized. At staff meetings and Board meetings.

### **Disciplinary Procedures**

Fair and consistent disciplining of employees who fail to comply with safety and healthful work practices will be disciplined in accordance with the District's personnel policy and MOUs.

## **RECORD KEEPING**

Our school district maintains the following records to help us more efficiently and effectively implement our IIPP:

- 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.
- Confirmation of receipt and review of the IIPP.

**Appendix A – School-Site Safety Coordinators/Assistant Principal of Facilities**

School-Site	Coordinator Name	Phone #	Email Address
Academy of the Canyons	Peter Getz	(661) 362-3056	pgetz@hartdistrict.org
Arroyo Seco Jr. High	Catherine Nicholas	(661) 296-0991	cnicholas@hartdistrict.org
Bowman	Eran Zeevi	(661) 253-4400	ezeevi@hartdistrict.org
Canyon High	Sherry Rickenbach	(661) 252-6110	srickenbach@hartdistrict.org
Golden Oak	Jodie Hoffman	(661) 253-0853	jhoffman@hartdistrict.org
Golden Valley High	Joel Nelson	(661) 298-8140	sfrias@hartdistrict.org
Hart High	Melanie Hagman	(661) 259-7575	mhagman@hartdistrict.org
La Mesa Jr. High	Jose Malave	(661) 250-0022	jmalave@hartdistrict.org
Learning Post	Pete Getz	(661) 362-3056	pgetz@hartdistrict.org
PAR	James Webb	(661) 259-0033	jwebb@hartdistrict.org
Placerita Jr. High	Marcus Garrett	(661) 259-1551	mgarrett@hartdistrict.org
Rancho Pico Jr. High	Brenda Bennett	(661) 284-3260	bjbennett@hartdistrict.org
Rio Norte Jr. High	Francine dos Remedios	(661) 295-3700	fdosremedios@hartdistrict.org
Saugus High	Rich Bahr	(661) 297-3900	rbahr@hartdistrict.org
Sequoia	Brandi Davis	(661) 259-0033	bdavis@hartdistrict.org
Sierra Vista Jr. High	Matt Hinze	(661) 252-3113	mhinze@hartdistrict.org
Valencia High	Elizabeth Wilson	(661) 294-1188	ewilson@hartdistrict.org
West Ranch High	Donna Manfredi	(661) 222-1220	dmanfredi@hartdistrict.org
Hart@Home	Pete Getz	(661) 259-0033	pgetz@hartdistrict.org
CTE	Nadia Cotti	(661) 259-0033	ncotti@hartdistrict.org

**Appendix B – Hazardous/Unsafe Condition Report Form**

**Reporting Information\***

School-Site/District Facility:	
Name/Title (optional):	Phone(optional):
Date/time hazard observed:	Date reported:
Location of hazard (building, room, parking lot, other distinguishing area) :	
Description of hazardous/unsafe condition:	
What corrective action would you recommend?	

*\* Submit completed form to your immediate supervisor or the Assistant Principal of Facilities or School-site safety coordinator. Submit anonymously by sending to Sonia Pishehvar, Risk Manager and Safety Coordinator, IIPP Administrator.*

**Investigation**

Investigator's Name/Title:	Date:
Results of the investigation ( <i>Attach additional page if necessary</i> ):	
Proposed corrective action:	

**Corrective Action**

Responsible Person/Department:	Corrective Action Completion Date:
Corrective Action Taken ( <i>Attach additional page if necessary</i> ):	

**District Best Practices and Safety Committee Review**

The District Safety Committee reviews all submitted Hazardous/Unsafe Condition reports for thorough investigation and corrective action. The Committee also ensures the person reporting the hazard, if known, is notified of the results.

Committee Chair: \_\_\_\_\_ Date of Review: \_\_\_\_\_

**Appendix C – Accident Investigation Report (Employee/Workplace Injury or Illness)**

*Add separate paper if needed*

<b>School Site/District Facility:</b>	<b>Department:</b>
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**Injured Employee Information**

Name:	Job Title:	Contact Number:
Hire Date:	Volunteer: <input type="checkbox"/> Yes <input type="checkbox"/> No	Supervisor Name: Contact Number:

**Accident Details**

Date & Time of Accident:	Date Reported:	Location of Accident: <i>(be specific - building, room #, lab, field, etc.):</i>
Description of Injury/Illness <i>(sprained right ankle, cut left hand, allergic reaction, needle stick, etc.):</i>		
Describe accident <i>(tasks performed, events before accident, equipment/ tools, work conditions, other relevant details):</i>		
Witness Name(s) and contact information		

**Cause(s) of Accident**

*Hazardous conditions, safety management breakdowns, unsafe work behaviors*


**Corrective Action**

*Physical changes, changes in procedures, changes in employee work practices*

Investigation completed by:	Title:	Date:
Corrective action follow-up conducted by:	Title:	Date:



## William S. Hart Union High School District

Confirmation and acknowledgement of receipt and review of the Injury and Illness Prevention Program.

I have received and reviewed the Illness and Injury Prevention Program

Date: \_\_\_\_\_

Employee Name: \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Job Title: \_\_\_\_\_

Job site location: \_\_\_\_\_

**Return the signed form to Risk Manager a copy will be kept on file with HR.**