

## **POLICY 806 – HEALTH AND SAFETY**

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### I. General Statement

It is the policy of Osseo Area Schools to provide a safe and healthy environment for its staff and students. Safety and health protection will be an integral part of all operations.

### II. The District will establish a Workplace Accident and Injury Reduction (AWAIR) program with the following goals:

- A. Promote employee involvement in safety and health;
- B. Reduce the number of lost time injuries at each school; and
- C. Comply with occupational safety and health regulations.

### III. The District will implement a Health and Safety Program that includes plans and procedures to protect employees and students. The objectives of the Health and Safety Program will be to:

- A. Assign responsibilities for implementing and maintaining the program;
- B. Establish joint labor/management safety committees at each school;
- C. Establish procedures for identifying, analyzing, and controlling hazards;
- D. Establish procedures for investigating accidents and near misses to prevent reoccurrence;
- E. Establish procedures for communicating hazards and controls to employees;
- F. Establish procedures for training employees on safe work practices;
- G. Establish procedures for enforcement of workplace safety rules; and
- H. Establish procedures for maintaining compliance with federal, state, and local requirements.

### IV. The District will develop a Crisis Management Plan in consultation with local emergency response agencies that addresses prevention/mitigation, preparedness, response and recovery from a crisis. The objectives of the Crisis Management Plan will be to:

- A. Establish procedures to identify potential threats and minimize risks;
- B. Establish crisis response duties using the National Incident Management System (NIMS);
- C. Establish procedures for training employees on emergency response actions; and
- D. Establish procedures for conducting required drills.

Policy 806 Adopted: 12/19/06

***Legal Reference***

M.S. 121A.035, Subd. 2  
M.S. 123B.57, Subd. 2

School Board  
INDEPENDENT SCHOOL DISTRICT 279  
Maple Grove, Minnesota