

Adopted: 5/12/2016

Revised: 11/17/2020, 5/2024

**NASHA SHKOLA POLICY NO.: 8.4
HEALTH AND SAFETY POLICY**

I. POLICY STATEMENT

It is the policy of Nasha Shkola 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. PURPOSE

The purpose of this policy is to

- 1) promote employee involvement in safety and health;
- 2) reduce the number of lost time injuries
- 3) comply with occupational safety and health regulations.

III. HEALTH AND SAFETY PROGRAM COMPONENTS.

A. Program. Nasha Shkola will implement a Health and Safety Program that includes plans and procedures to protect employees, students and visitors. Planning will include a one-year budget and second year forecast approved annually by the Board.

B. Program Objectives. The objectives of the Health and Safety Program will be to:

1. Assign responsibilities for implementing and maintaining the program;
2. Establish a safety committee;
3. Establish procedures for identifying, analyzing, and controlling hazards;
4. Establish procedures for communicating hazards and controls to employees;
5. Establish a system for including maintaining all required documentation and records, to comply with federal, state and local regulatory agencies, including but not limited to Environmental Protection Agency, Occupational Safety and Health Administration, Minnesota Department of Health, Minnesota Department of Labor and Industry, and Minnesota Pollution Control Agency

5. Where required by law or regulation establish periodic health and safety inspections;
6. Establish procedures for investigating accidents and “near misses” to prevent reoccurrence;
7. Establish procedures for training employees on safe work practices;
8. Establish procedures for enforcement of workplace safety rules; and
9. Establish procedures for maintaining compliance with federal, state, and local requirements, including but not limited to:
 - Accident & Injury Reduction Program
 - Asbestos
 - Employee Right-to-Know
 - Lockout/Tagout
 - Forklift Safety
 - Bloodborne Pathogens
 - Hazardous Waste
 - Chemical Hygiene
 - Hearing Conservation
 - Playground Safety
 - Community Right-to-Know
 - Indoor Air Quality
 - Radon
 - Compressed Gas
 - Infectious Waste
 - Respiratory Protection
 - Confined Space
 - Lead in Construction
 - Technology Education
 - Emergency Preparedness
 - Lead in Water
 - Underground Storage Tanks

Legal References: Minn. Stat. § 123B.57

Resources: Minnesota Department of Education Health and Safety Letter available at:
[file:///C:/Users/Cindy/Downloads/2013HSLetter%20\(1\).pdf](file:///C:/Users/Cindy/Downloads/2013HSLetter%20(1).pdf)