

**1    Personal Protective Equipment**

**2    Purpose**

3    The Board has determined that employees of the District must take accountability for assessing  
4    workplace hazards and wearing personal protective equipment (PPE).

**5    Protective Equipment Assessment**

6    Each employee who works in any area of a District building or on District property that is around or  
7    uses tools, equipment, or chemicals of any nature shall:

- 8    1) Assess the dangers and hazards present in the working environment;
- 9    2) Submit a written assessment of the dangers and a plan as to safety precautions and to  
10   specify the PPE that will be worn whenever the chemicals are deployed or the power  
11   equipment is used.

**12   Training**

13   As a part of orientation of employees who encounter hazards in the workplace, the head  
14   custodian of each school shall train employees in the following:

- 15   1) When PPE is necessary;
- 16   2) What PPE is necessary;
- 17   3) How to properly put on, wear, take off and adjust the PPE;
- 18   4) The limitations of the PPE;
- 19   5) The proper care, maintenance, useful life and disposal of the PPE.

**20   Eye, Face, Breathing Equipment**

21   Employees must wear eye, face or breathing (respirator) protection when they would otherwise be  
22   exposed to eye, face or breathing hazards from flying particles, molten metal or welding sparks,  
23   liquid chemicals, acids or other caustic liquids, chemical gases or vapors, or potentially injurious  
24   light radiation. Employees must wear eye protection that provides side protection when there is a  
25   hazard from flying objects or splashing liquids. Detachable side pieces are acceptable.

**26   Prescription Lenses Notification & Responsibility**

27   Employees who wear prescription lenses while engaged in operations that involve eye hazards  
28   must wear eye protection that incorporates the prescription in its design, or wear eye protection  
29   that can be worn over the prescription lenses without disturbing the proper position of the eye  
30   protection.

**31   Head Protection**

32   Employees must wear head protection when working in areas where there is a potential for injury  
33   to the head from falling objects. In addition, head protection must be worn near exposed electrical  
34   conductors which could contact the head.

**35   Foot Protection**

36   Employees must wear foot protection when working in areas where there is a danger of foot  
37   injuries due to falling or heavy rolling objects, or objects that may pierce the soles of shoes or  
38   where the employees' feet are exposed to electrical hazards.

**39   Hand Protection**

40 Employees must use appropriate hand protection when employees' hands are exposed to hazards  
41 such as those from skin absorption of harmful substances, severe cuts or lacerations, abrasions,  
42 punctures, chemical burns, thermal burns and temperature extremes.

43 **Employee Responsibilities**

44 Each employee has the duty upon entering the workplace to examine it carefully to determine if it  
45 is safe, to assess dangers, and to determine appropriate measures to be taken to maintain a safe  
46 working environment. After such an examination, it is the duty of each employee to make the  
47 place, tools and equipment safe. If the place and equipment cannot be made safe, then the  
48 employee must immediately report the unsafe place, tools, equipment or conditions to his or her  
49 immediate supervisor.

50 **Compliance with Governing Rules**

51 An employee has a duty to:

- 52 1) Comply with all safety rules of the District and all federal and state laws and rules which are  
53 applicable to the employment;
- 54 2) Use safety devices, products, or tools to enhance general safety requirements that the District  
55 identifies to provide employees with a greater level of protection;
- 56 3) Be familiar with and comply with proper health and safety practices;
- 57 4) Use the required safety devices and proper personal protective equipment provided;
- 58 5) Follow all safe work procedures outlined by the District; and
- 59 6) Report all accidents to his or her immediate supervisor immediately.

60 **Injuries at Workplace**

61 In the event that an employee is injured at District property within the scope of employment, and it is  
62 determined that the injury resulted from the employee's neglect of any of the requirements set  
63 forth in this policy, the employee will be subject to willful misconduct compensation reduction of  
64 15% pursuant to Utah Code Ann. § 34A-2-302(3)(a) whenever the injury is caused by the willful  
65 failure of the employee to:

- 66 1) Use safety devices when provided by the District; or
- 67 2) Obey an order or rule adopted by the District for the safety of the employee.

68 **Use of Controlled Substances Leading to Injuries on the Job**

69 Disability compensation shall not be paid to any employee when a major contributing cause of the  
70 employee's injury is the employee's:

- 71 1) Use of a controlled substance for which the employee did not obtain a valid prescription;
- 72 2) Intentional abuse of a controlled substance in excess of amount prescribed; or
- 73 3) Intoxication with a blood alcohol level of .05 percent or greater as shown by a reliable test.

74 *Utah Code § 34A-2-302 (2014)*