

Protect your Business

Developing a Golf Course Safety Program



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Section I – Introduction

One of the most valuable assets any company has is its employees. This is true if the company is a small business, a large corporation, or government agency. Therefore, it follows that investing in a workplace injury and illness prevention program is one way of protecting your assets, both physical and human.

It is well known that the direct costs of work injuries are substantial. Also, there are many indirect or hidden costs of injuries, which are often three-to-four times greater than the direct costs. Many of these costs are associated with – productive time lost by an injured employee – productive time lost by employees and supervisors attending the accident victim – time and cost to start up operations interrupted by the accident – time and cost to hire or retrain other individuals to replace the injured worker until his/her return to work – time and cost for repair or replacement of any damaged equipment or materials – cost of continuing all or part of the employee's wages, in addition to the incurred medical costs – reduced morale among your employees and perhaps lower efficiency – increased insurance premiums – administrative costs generated by the incidents – overtime costs – adverse publicity. By developing a Safety Program, it will enable you to avoid possible losses in the future.

A formal safety program will also assist your company in complying with Federal and State safety, health, and environmental laws. Lack of compliance with these laws can result in citations, fines, unfavorable publicity and, in some cases, civil suits.

Establishing a quality safety program at your place of business will take some time and involve some resources. However, you should be pleasantly surprised with the results. You will have happier employees, as they will know you are committed to safety on the job. The reward you receive will surely exceed the cost of your investment in safety protection.

The objectives of any safety program is to reduce the frequency and severity of accidents, to comply with State and Federal OSHA regulations, and to provide a safe and healthful workplace.

SAFETY POLICY STATEMENT

A company that attempts to prevent accidents without a definite guiding policy, one that is planned, publicized, and promoted, will find it difficult to prevent accidents. If Management wants acceptable safe performance, it must first write a safety policy statement. This policy statement should be brief, to the point, and define Management's attitude.

In order for your safety policy statement to be effective, you must clearly communicate it to all your employees by both explanation and by example.

Your policy statement should be typed and displayed within your place of business at a prominent location for employees and the general public to observe.

The company policy statement should be reviewed with all employees, and they should sign a document indicating they have read and understand the company safety policy statement.

See Section II and Appendix A on Model Safety Policy Statement development.

SAFETY PROGRAM FOR THE ORGANIZATION

The safety policy statement is a beginning, but certainly not a complete program. A comprehensive **Safety Program** should be developed for your organization. Also, irregularly executed inspections or safety meetings and brief spurts of executive interest are no substitute for pro-active, consistent, and visible management support and leadership for a well planned and executed safety program.

Top management needs to lead and set a positive example. If the safety program is a "low priority" for the CEO, it will likely be a "low priority" for employees. Low priority will mean inadequate attention, and that will sooner or later result in an accident, or accidents that can disable, maim, or kill.

OSHA's "General Industry Digest" notes that management commitment and employee involvement are "complimentary and form the core" of any safety program. The book provides several recommendations for achieving these two goals. Recommended actions that bear directly on drafting the safety policy include:

- Stating the worksite policies on safety and health clearly.
- Establishing and communicating safety goals and defining objectives to meet that goal.

- Assigning and communicating responsibility for all aspects of the program.
- Reviewing program operations at least once a year so that deficiencies can be identified and revised as necessary.

Make sure your program assigns responsibility and accountability to all employees in your organization. A good safety program makes it clear that every employee from you through the supervisory level to the line worker is responsible for his or her part in the program. You should make their safety and health duties clear and each of them should be held accountable for his or her safety and health related duties. Accountability should be built into job descriptions, performance reviews, and daily interaction in the workplace.

Management at all levels should accept responsibility for the organization's injury rate and should provide pro-active, visible leadership on safety management. They should also provide the resources required to design and implement a safety program that meets at least the legal requirements at the state and federal level.

- For employees, accountability should include adherence to safety rules and procedures, and prompt reporting of any hazard.

Employees must be involved in all aspects of the program from the beginning. They are the people most in contact with the potential and actual safety hazards at the worksite. They will have constructive input into the development of your safety program. The ultimate success will depend upon their support - support that will be more forthcoming for a program which they have had meaningful input.

Your safety policy should be tailored to fit your organization's corporate philosophy, needs, and culture.

See Section II for Development of Safety Program.

SAFETY DIRECTOR

Management is ultimately responsible for ensuring that a safety program is implemented and maintained. Management needs to provide the commitment, leadership, and resources. However, it is common and practical to delegate some implementation duty to an appointed safety director, while maintaining overall control and monitoring the performance of the safety program.

The safety director or designee should meet the following criteria.

- conceptually committed to safety and health in the workplace
- has or is given the time to develop and implement the program
- has or is given sufficient authority to develop and implement the program
- is supported by adequate resources to develop and implement the program
- sincerely cares about employee welfare
- has a high degree of credibility with the employees

In some situations, the safety director function can be added to an existing position. In larger companies or companies with high accident frequencies or severities or inherently hazardous processes, a full-time person is often required.

The success of your program hinges on the success of the individual you choose, and he or she cannot succeed without your full cooperation and support. Remember, that when you appoint someone as your safety director and delegate the authority to manage the program, the ultimate responsibility for safety in your workplace rests with you.

See Section II – C.2. for Safety Director Program Responsibilities.

EMPLOYEE TRAINING

As an Owner or Manager you must ensure that all employees know about the material and equipment they work with, what known hazards are in the operation, and how you are controlling the hazards.

Each employee needs to know the following:

- No employee is expected to undertake a job until he or she has received job instructions on how to do it properly and has been authorized to perform that job.
- No employee should undertake a job that appears unsafe.

Combine safety training with other training, the result you want is everyone knowing what they need to know to keep themselves and fellow workers safe and healthy.

During employee orientation, they should be given a copy of the company's Safety Policy Statement, and the company's Safety Program should be discussed with them.

After the initial employee orientation, and for existing employees, your safety program can be communicated by a variety of techniques and methods. Regular meetings could be scheduled during which safety is openly discussed. Attendance should be required for all employees. If properly planned, effective safety meetings can be held in a 15-20 minute time frame. Other methods could be posters on bulletin boards, safety and health booklets, safety signs, newsletters, safety banners, safety films/videos, etc. See Appendix D for a list of safety films/videos.

As changes are made to your safety program, keep your employees informed. The more you do to keep them informed of the changes and improvements you are making, the greater are the chances for your success.

All safety training meetings should be documented. The date of the meeting, name of the instructor, subject discussed, and the names of the employees attending the meeting should be documented on an attendance form.

See Section III for an example of a New Employee Safety Checklist.

EMERGENCY ACTION PLANNING

Planning and training for an emergency is essential in order to minimize the harmful consequences of an emergency incident. If personnel are not thoroughly trained for emergencies so their response is immediate and precise, they may expose themselves and others to greater danger, rather than reduce their exposure. The types of emergencies that may arise at your work site depend on the nature of your operation and its geographical location. They could include fire, severe weather, chemical spills, earthquakes and bomb threats. The extent to which training and drills are needed will depend upon the potential severity and complexity of the emergency. You should have an emergency procedure for handling injuries, transporting ill or injured workers, and notifying medical facilities, with a minimum of confusion. The procedures for reporting injuries and illnesses should be understood by all employees.

Emergency phone numbers should be posted. They should include at least the fire department, hospital emergency room, ambulance, and law enforcement.

See Section IV – A for additional information on Emergency and Evacuation Procedures and see Appendix B for Planning for Emergencies Sample Checklist.

ACCIDENT INVESTIGATION

Management can gain valuable information from a thorough investigation of accidents, occupational health problems and near-miss incidents. Variances from or defects in present operating procedures, unsafe work practices, and even environmental hazards may be determined.

Determining the causes of accidents – and doing something about them – will reduce accident incidence, lower workers' compensation costs, and enhance employee morale, because workers will feel they are working with a management and company that cares and wants to correct hazards and unsafe work procedures.

REMEMBER, AN ACCIDENT INVESTIGATION IS NOT DESIGNED TO FIND FAULT OR BLAME, IT IS AN ANALYSIS TO DETERMINE CAUSES THAT CAN BE CONTROLLED OR ELIMINATED.

See Section V for assistance in developing an Accident Investigation Program and sample accident investigation forms.

SELF INSPECTION/HAZARD IDENTIFICATION

The assessment of your workplace should be conducted by the person responsible for the safety program and/or a professional safety and health consultant.

Conduct a comprehensive safety and health survey of your entire facility that is designed to identify any existing or potential safety and health hazards. This initial survey should focus on evaluating workplace conditions with respect to safety and health regulations and generally recognized safe and healthful work practices. It should include checking on the use of any hazardous materials, observing employee work habits and practices, and discussing safety and health problems with employees.

Create the systems and procedures necessary to **Prevent and Control the Hazards** that have been identified through your worksite analysis. These control procedures will be your basic means for preventing accidents. The OSHA standards that have been promulgated can be of great assistance to you since they address controls in order of effectiveness and preference. Where no standard exists, creative problem solving and consultant resources should help you create effective controls. The basic formula OSHA follows is, in order of preference:

1. **Eliminating the hazard** from the machine, the method, the material or the plant structure.
2. **Abating the hazard** by limiting exposure or controlling it at its source.
3. **Training personnel** to be aware of the hazard and to follow safe work procedures to avoid it.
4. Prescribing **personal protective equipment** for protecting employees against the hazard.

See Appendix C for Self-Inspection Checklist, to help you get a good start on creating this initial survey.

Section II – Safety Foundation

A. Company Safety Policy Statement

(Company Name) is dedicated to providing a safe and healthy work environment for all of our employees and customers. The Company shall follow operating practices that will safeguard employees, the public, and Company operations. **We believe all accidents are preventable.** Therefore, we will make every effort to prevent accidents and comply with all established safety and health laws and regulations. *(For additional sample Safety Policy Statements, see Appendix A)*

B. Management Commitment to Safety

Management is concerned about employee and guest safety. Accidents, unsafe working conditions, and unsafe acts jeopardize employees, customers, and Company resources. Injuries and illnesses result in discomfort, inconvenience and possibly reduced income for the employee. Costs to the Company include direct expenses (workers' compensation premiums, damaged equipment or materials, and medical care) and indirect expenses (loss of production, reduced efficiency, employee morale problems, etc.). These indirect costs are reported to cost 4-10 times more than the insured costs of an accident. Accordingly, Management will provide sufficient staffing, funds, time, and equipment so that employees can work safely and efficiently.

C. Assignment of Responsibilities

Safety is everyone's responsibility. Everyone should have a safe attitude and practice safe behavior at all times. To best administer and monitor our safety policies, the following responsibilities are delegated. This list should not be construed as all-inclusive and is subject to change as needed.

1. (Corporate President, Owner, or Manager) will:
 - a. Provide sufficient staffing, funds, time, and equipment so that employees can work safely and efficiently.
 - b. Demand safe performance from each employee and express this demand periodically and whenever the opportunity presents itself.
 - c. Delegate the responsibility for a safe performance to the Manager, Supervisors, and employees, as appropriate.
 - d. Hold every employee accountable for safety and evaluate performance accordingly.
 - e. Periodically review the Safety Program effectiveness and results.
2. (Safety Director) will:
 - a. Provide the resources, direction, and audits to integrate safety into the management system.
 - b. Establish and maintain a safety education and training program.
 - c. Periodically conduct safety surveys, meetings, and inspections.
 - d. Advise Supervisors and employees on safety policies and procedures.
 - e. Assure that all newly hired employees have been given a thorough orientation concerning the Company's Safety Program.
 - f. Prepare and maintain safety records, analysis, evaluations, and reports to improve the Company's safety performance and comply with all government agencies, insurance carriers, and internal procedures.
 - g. Work with management, supervisors and employees to maintain and implement new and ongoing safety programs and comply with recommendations provided by outside consultants, OSHA inspectors, and insurance companies.
 - h. Make available all necessary personal protective equipment, job safety material, and first-aid equipment.
 - i. Review all accidents with Management, Supervisors, and/or employees and ensure that corrective action is taken immediately.
 - j. File all workers' compensation claims immediately and work with the workers' compensation carrier to ensure proper medical treatment is provided to injured workers and they are returned to work as quickly as medically possible.

3. Supervisors

Each employee who is in charge of a specific work area, supervises the work of others, or to whom an employee is assigned for a specific task or project, is responsible and accountable for their safety. Supervisors will:

- a. Establish and maintain safe working conditions, practices, and processes through:
 - (1) Safety Meetings
 - (2) Safety Training
- b. Observe work activities to detect and correct unsafe actions.
- c. Ensure that all injuries are reported promptly and cared for properly. Make available first aid treatment.
- d. Investigate all accidents promptly. Complete an accident report and provide it to the Manager or Supervisor the same day the accident occurs. Review all accidents with the employees and correct the causes immediately.
- e. Assist in the review of employment applications and personnel files to determine physical qualifications for specified job classifications.
- f. Consistently enforce safety rules/regulations, programs, and protective measures (i.e. use of personal protective equipment, machine guarding, proper clothing, etc.).
- g. Post signs, notices, and instructions as needed or required.
- h. Brief employees of any new hazards before they start work and weekly and/or monthly host brief safety meetings to discuss safety practices related to job hazards and general safe work behavior.
- i. Work with top management and employees to maintain and implement new and ongoing safety programs and comply with recommendations provided by outside consultants, OSHA inspectors, and insurance companies.

4. Employees

Each employee is responsible for his/her own safety. No task should be completed unless it can be completed safely. Employees will:

- a. Comply with all company safety programs, rules, regulations, procedures, and instructions that are applicable to his/her position with this organization.
- b. Refrain from any unsafe act that might endanger him/her self or fellow workers.
- c. Use all safety devices and personal protective equipment provided for his/her protection.
- d. Report all hazards, incidents, and near-miss occurrences to their Manager or Supervisor, regardless of whether or not injury or property damage was involved.
- e. Promptly report all injuries and suspected work related illnesses, however slight, to his/her immediate Supervisor or Manager.
- f. Participate in safety meetings, training sessions, and surveys as requested and provide input into how to improve safety.
- g. Notify the Manager or Supervisor immediately of any change in physical or mental condition or use of prescription drugs that would affect the employee's job performance or the safety of him/her self or others.
- h. Notify the Human Resources Manager or General Manager within five days of any serious driving, drug/alcohol, or criminal convictions.
- i. Be a safe worker on (and off) the job. Help coworkers do their job safely. Come to work everyday with a safe attitude.

D. Accountability for Safety

Everyone is accountable for safety. The Corporate President/Owner will establish safety objectives and develop and direct accident prevention activities. All employees should strive to reach those objectives and will be evaluated accordingly. All Managers and Supervisors annual appraisals will include safety (results to objectives in their area and companywide) as well as an audit of their performance of their safety responsibilities. All employee salary reviews will be affected by the company's safety performance record. Appraisals, which include safety records, will also be performed on all employees seeking a promotion.

E. Opinion Survey

The Company requests ongoing comments and feedback from all employees. In addition, annually, the company may request all employees' opinions and input on the company's safety program through an opinion survey. Be honest. You know your job better than anyone else does. Therefore, you can provide valuable input into performing the job safely. Changes to existing safety programs, rules, procedures, etc. may be influenced by your responses. Full cooperation of all employees is expected.

F. Employee Suggestions

Safety suggestions from employees are welcomed and encouraged. To make a safety suggestion, complete the employee safety suggestion form on the following page and provide it to your immediate superior. The suggestion(s) will be reviewed by management personnel at the next Manager's meeting. Responses to suggestions will be discussed with the individual and posted where applicable on the company's bulletin board.

EMPLOYEE SAFETY SUGGESTION FORM

Employee Name (optional): _____ Date: _____

Supervisor Name: _____

Current Practice Or Condition

Suggestion

Benefits Expected From Change

(FOR SAFETY COMMITTEE USE, If applicable)

Year: _____ Number: _____

Suggestion Implemented? Yes – as submitted Yes - with changes No

Implementation Date: _____

Comments/Changes Made/Reason for change or not implemented:

Section III – Safety Training

A. New Employee Safety

The Business Owner or Manager should provide safety training to all newly hired employees. Each new employee will be given a copy of the safety manual.

1. **General safety orientation** containing information common to all employees should be reviewed, ***before beginning their regular job duties***. Recommendations include (at a minimum):
 - a. Review the Safety Manual, with extra time spent on: accident and hazard reporting procedures, emergency procedures, first aid, and special emphasis programs which are included within this program.
 - b. Encourage and motivate employee involvement in safety. Make each employee accountable for their safety and the safety of their coworkers.
 - c. Review any known workplace hazards.
 - d. Conduct training on any topics that are not scheduled to be addressed within a reasonable timeframe and are relevant to the employee's job.
2. **Job-specific training provided before performing the task** should include:
 - a. Specific safety rules, procedures, hazards, and special emphasis programs (Chemical Handling Procedures/Hazard Communication Program, Personal Protective Equipment, Smoking Policy, Violence Prevention Program, Lockout/Tagout) that will impact them as they complete their job with the organization.
 - b. Identify employee's and employer's responsibilities.

Continual training should be provided to new hires. Each new hire should be assigned to work with an experienced employee for at least 6 months. The senior employee should act as a mentor and ensure that the new employee is working safely and exhibits a positive safe attitude.

The Business Owner or Manager should complete the New Employee Safety Checklist for each new employee during their safety training.

B. Safety Meetings/Training

Supervisors should hold a minimum of ***(insert appropriate number here)*** safety meetings per month. Safety meetings will begin at ***(insert time and day of month)***.

1. All employees are required to attend safety training meetings if they are present at work the day of the meeting. Exceptions should be cleared in writing with your immediate Supervisor the first full workday preceding the day of the safety meeting. Employees and Supervisors should offer comments and safety suggestions at the safety meeting and regularly throughout the work week as needed.
2. Safety training will be conducted on a topic announced in advance of the meeting.
3. Supervisors should update employees on any changes in procedures, new equipment, and general safety issues.
4. Emergency procedures will be periodically reviewed.
5. Employees are reminded to put safety first and look out for their coworker.
6. Employees with outstanding safety records will be recognized during these meetings. Quizzes and surveys may be administered after safety training or meetings.
7. Supervisors should provide a summary of the safety issue(s) discussed and verbally review the information with all employees that may have been absent from that month's safety meeting.
8. The Safety Training Log should be completed following every safety meeting/training session and maintained by the Manager or the Department Supervisor.

C. Golf Course Safety Training

Training is a critical component of our safety program. It is important to the Management of our organization that all employees are aware of the hazards they may encounter and the proper procedures to control or eliminate them. Employees will not be permitted to perform any job unless that employee has received proper instructions on how to perform the task properly and safely.

Our training program will include a review of operations, procedures, job hazards, and safety rules. Training topics for new and existing employees will include:

1. Customer Safety
2. Safe Food Handling
3. Prevention of Burns
4. Prevention of Slips, Trips and Falls
5. Prevention of Lifting Injuries
6. Prevention of Cuts
7. Fire Prevention
8. Electrical Safety
9. Serving Alcoholic Beverages
10. Hazard Communication
11. Food Delivery Safety
12. Security and Crime Control

Each of these is addressed within this safety program in “General Safety,” “Special Emphasis Programs” and/or Appendix D.

SAFETY TRAINING LOG

Company Name: _____

Date of Meeting: _____ Instructor: _____

Attending Employees

Print Name	Signature
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	
11	
12	
13	
14	
15	
16	

Safety Topics Covered:

- Housekeeping
- Accident Reporting
- Injuries or Accidents Review
- Accident Investigation
- Emergency Procedures
- Materials Handling/Back Safety
- Fire Protection
- Other _____

Comments:

Section IV – General Safety

A. Emergency and Evacuation Procedures

Our goal is to provide prompt and immediate action in an emergency to protect life, property, and equipment.

1. Emergency Procedures

In case of emergency, the employee nearest the stricken person should call 911 (or the emergency phone number posted in your area) and direct a fellow employee to:

- a. Notify the nearest Supervisor to come to the scene; and
- b. Simultaneously dispatch available employees to quickly retrieve the first aid kit.
- c. An individual trained in first-aid should apply emergency rescue procedures until medical assistance arrives.

The Manager or the Department Supervisor should be notified. The President, Manager or the Department Supervisor (in that order) or their designees will decide whether or not to evacuate, inspect or shut down a facility.

2. Evacuation Procedures

- a. Each area will be assigned a primary and an alternate Evacuation Coordinator by the Manager or the Department Supervisor. They will be responsible for the effective evacuation of all persons. If neither is available, the Supervisor is then responsible for evacuation.
- b. When alerted by alarm or by the Evacuation Coordinator(s) to evacuate, employees should:
 1. Properly secure all classified materials in your possession and assure all classified containers and areas are properly locked.
 2. Proceed to the nearest designated area of safety (i.e. fire – exit building, tornado – interior corridor – away from exterior windows and/or lowest level at the building) and assemble in the designated area.
 3. Remain in the designated area, until instructions are provided.

See Appendix B for a Sample Checklist – Planning for Emergencies.

B. Safe Operating Procedures

All employees are responsible for safety. The following safe operating procedures apply to all employees working within this organization.

1. Rules/Regulations

- a. Emergency telephone numbers should be posted on at least one telephone on each level within the building. Emergency phone numbers would include: ambulance service, local hospital/medical facility, fire, law enforcement, poison control center, etc.
- b. Comply with all established safety rules, regulations, procedures, and instructions which are applicable to you as a member of this organization.
- c. Promptly report all accidents, hazards, incidents, and near-miss occurrences to your immediate supervisor, regardless of whether or not injury or property damage was involved.
- d. Do not visit, talk to, or distract another employee who is operating equipment, or who is engaged in a work activity where the possibility of injury exists.
- e. Do not participate in horseplay, scuffling, pushing, fighting, throwing things, or practical jokes.
- f. Observe all no-smoking signs and regulations.
- g. Do not run on company premises.
- h. Use handrails on steps, elevated platforms, scaffolds, or other elevations.
- i. Assist others and ask for assistance in lifting and carrying heavy or awkward objects.
- j. Firearms, ammunition, and explosives are prohibited on company premises.
- k. Personal stereos with headphones are not to be worn in the workplace.
- l. Alcohol and drug use and possession on company property of these substances are strictly prohibited.

- m. Seat belts must be worn at all times while operating or riding in a company vehicle, or in a vehicle (employee owned or company owned) when on company property or when traveling within a vehicle (employee owned or company owned) on company business off company property.

2. Housekeeping

- a. Practice good housekeeping by keeping the work area, aisles, walkways, stairways, roads, or other points of egress clean and clear of all hazards.
- b. Store and/or return parts, materials, tools, and equipment so as not to create a tripping hazard.
- c. Clean-up scrap materials, debris, and other excess materials. Place oil soaked rags, trash, and scrap in proper waste containers.
- d. Keep work area floors clean, dry, and free of oils, grease and liquids. Clean up all spills immediately.
- e. Store parts, materials, or equipment with protruding sharp ends or edges where personnel can not accidentally bump into them.
- f. Materials and equipment are not to be stored in the aisles or near exits. Permission in writing from your immediate supervisor must be obtained for temporary or permanent storage of any materials or equipment in aisles or near exits.

3. Material Handling and Back Safety

- a. Know the approximate weight of your load and make certain any material handling equipment you may operate to move materials is rated to handle the weight of the load. (Never exceed the manufacturer's recommended safe working load for any material handling equipment. Doing so increases the probability of equipment failure, dumping of the load, personal injuries and/or damage to materials, the facility, etc).
- b. Lift heavy objects as instructed, with the leg muscles and not with the back. On average, do not manually lift over 50 pounds.
- c. Call for assistance as needed for handling heavy or bulky objects or materials.
- d. Use an appropriate, approved lifting device (i.e. special trucks, racks, hoists, and other devices) for lifting very heavy, bulky, large or unyielding objects.
- e. All ropes, chains, cables, slings, etc., and other hoisting equipment must be inspected prior to each use.
- f. A load should never be lifted and left unattended.
- g. Wear safety gloves when handling materials that pose cutting exposures.
- h. Properly stack and secure all materials prior to lifting or moving to prevent sliding, falling, or collapse.
- i. Avoid moving or lifting loads by hand whenever possible.

Tips for manual lifting:

- (1) Get a good footing.
- (2) Place feet about shoulder width apart.
- (3) Bend at the knees to grasp the weight.
- (4) Keep back as straight as possible.
- (5) Get a firm hold.
- (6) Lift gradually by straightening the legs.
- (7) Don't twist your back to turn. Move your feet.
- (8) When the weight is too heavy or bulky for you to comfortably lift - GET HELP.
- (9) When putting the load down, reverse the above steps.

Note: If lifting stacked materials, materials should be carefully piled and stable. Piles should not be stacked as to impair your vision or unbalance the load. Materials should not be stacked on any object (i.e. floor, shelving units, ladders, scaffolds, etc.) until the strength of the supporting members has been checked.

4. Office Safety

- a. Practice good housekeeping throughout the office area. Do not leave materials or position telephone or electrical cords in the aisles.
- b. Report or correct any obvious hazards as soon as they are discovered.
- c. Do not carry articles weighing more than 20 pounds when ascending or descending stairs that rise more than 5 feet.
- d. Close files and desk drawers. Arrange heavy or large files in the rear of file cabinet drawers to prevent tipping when draws are open. Always store heavy materials in the lower drawers and light objects on upper shelves. Do not open more than one drawer at a time, as tipping of the cabinet or desk may occur. Secure cabinets to each other and/or to building structural members to improve stability.
- e. Report damaged furniture and broken veneer surfaces immediately.
- f. Do not carry pointed or sharp objects in hand, pockets, or attached to clothing with points or blades exposed.
- g. Do not leave paper cutters with the blade in the open or upright position.
- h. Remove, secure, or arrange material on file cabinets and desks to prevent materials from falling from office furniture.
- i. Do not stand on chairs, desks, boxes, wastebaskets, or any other furniture or object. These items are not to be used as substitutes for an approved step-stand or stepladder.
- j. Report slippery floor surfaces to your Supervisor immediately.
- k. Clean up spills on floors immediately.
- l. Position desks and files so that drawers do not extend into the aisle or walkway when open.

5. Clothing

- a. **Clothing:** Wear safe and practical working apparel. Be sure that any clothing you wear is not highly flammable. Neckties and loose, torn or ragged clothing should not be worn while operating machines with revolving spindles or cutting tools.
- b. **Shoes:** Low-heeled, closed-toe shoes, or proper work boots with sufficient heavy soles must be worn in areas where foot/toe injuries are likely to occur.
- c. **Jewelry:** Do not wear rings or any form of jewelry or ornamentation when working around machinery or exposed electrical equipment.

6. Fire Prevention

- a. Good housekeeping is the first rule of fire prevention. Oily rags, paper shavings, trim, and miscellaneous scrap materials should be cleaned up and placed in trash receptacles.
- b. All flammable liquids should be stored in an approved manner and dispensed from a UL Listed or Factory Mutual Approved portable flammable liquid safety containers.
- c. Liquefied Petroleum (LP) Gas presents special fire and explosion hazards. Only qualified persons are to handle LP gas. LP gas equipment should be inspected daily for leaks, etc.
- d. Open fires of any kind are not permitted.
- e. Combustible materials or equipment in combustible containers should be stored properly.
- f. Fire extinguishers should be located near an exit door.
- g. Fire extinguishers should be recharged and inspected regularly. A tag indicating the date the unit was recharged should be affixed to each extinguisher.
- h. Access to fire hydrants should be maintained at all times. Fire hydrants should never be blocked or obstructed in any way.
- i. All combustible waste materials, rubbish, and debris should be disposed of daily.
- j. Smoking is prohibited in any hazardous area and "No Smoking" signs should be posted in these areas.
- k. Compressed gas cylinders should be transported and stored in an upright position.
- l. Compressed gas fuel cylinders should be separated from oxygen cylinders by at least 20 feet or by a 5 foot high ½-hour fire rated wall.
- m. No material should be stored within 3 feet of an electrical panel, outlet, or fire suppression equipment.

7. Customer Safety

Protecting our customers from injury is a top priority for our organization. Proper maintenance and housekeeping of all public areas should be a top priority for all employees. Customers must also be protected against hazards presented by food and broken utensils. Some items to evaluate on a daily basis by each department head/supervisor should include:

- a. Parking lots, sidewalks and steps should be well maintained.
- b. Adequate interior and exterior lighting should be evaluated and deficiencies should be corrected as soon as possible within all areas of this facility.
- c. Prompt removal of snow and ice.
- d. Chair, tables and booths must be inspected and maintained in good condition.
- e. Carpet and floors should be kept clean and in good condition.
- f. Mats and rugs should lie flat and be in good repair.
- g. Wet floors should be posted with wet floor warning signs.
- h. An inspection of utensils, dishes and glasses should be conducted prior to placing these items within a dishwasher, after removing them from the dishwasher and prior to assembling place settings.
- i. Patrons should be warned of hot dishes and food.
- j. Employees within all departments should be trained on how to assist a choking victim.
- k. Safe food handling procedures should be followed at all times.

8. Safe Food Handling

a. Exposures

Preparing and serving food to the public carries with it a great responsibility. Increased incidences of food-borne illnesses highlight the need for effective safe food handling procedures. An evaluation of all potential exposures should be conducted on a daily basis by the Supervisor within each Department. Please review the following items to identify possible exposures to food handling losses and safety controls which may help to reduce the probability of food handling losses.

b. Possible Exposures

- (1) Foreign objects in food.
- (2) Food poisoning as a result of spoilage, contamination, or deterioration of food; food stored improperly; improper temperature in the food storage facilities.
- (3) Lack of adequate housekeeping and cleanliness in the food preparation area.
- (4) Expired shelf-life products.
- (5) Improper storage of cleaning materials and pest control chemicals.
- (6) Insufficient supply of hot water for the dishwasher.
- (7) Rodents and pests.

c. Controls

- (1) Develop and enforce strict hand washing procedures
- (2) Sanitize serving equipment, counters, and table surfaces often.
- (3) Refrigerate food promptly.
- (4) Establish a pest control program.
- (5) Refrain from bare-hand contact with ready-to-eat foods.
- (6) Wash fresh fruits and vegetables thoroughly.
- (7) Use meat thermometers to ensure proper cooking temperatures.

9. Prevention of Burns

Unsafe actions by employees could lead to contact with hot surfaces including cooking equipment, grease, open flames, etc. Although not all inclusive, the following is a partial list of safety procedures to help reduce the probability of employee injuries due to burns.

a. Safety Procedures to Prevent Burns

- (1) Employees must call out “Behind You!” when passing employees who are carrying hot items.
- (2) Do not use wet towels as hot pads.
- (3) If you do not know if something is hot, assume that it is.
- (4) The use of potholders or oven mittens should be strictly enforced whenever removing items from cooking appliances or when there is a high probability the pan or container is hot.
- (5) Alert customers of hot products from the oven when they are delivered to the table.
- (6) Use care when pouring hot liquids such as coffee or hot tea.
- (7) Keep pot handles turned inward so that they do not protrude over the edge of range, table, or counter.
- (8) When adding ingredients to hot liquids, add small portions at a time to prevent splashing.
- (9) Use the release valve to release pressure before opening pressurized steam kettles or pressure cookers.
- (10) Transport hot liquids in closed containers.
- (11) Use carts for moving large hot items such as coffee urns, containers of hot water, or containers of hot food.

10. Prevention of Slips, Trips and Falls

The most common cause of employee injuries in food service businesses is falls. Twenty percent of all serious injuries are caused by falls in the workplace. Fortunately, slips, trips, and falls are highly preventable through hazard identification procedures and adherence to some fairly simple control guidelines.

a. Hazards That Cause Slips, Trips and Falls

- (1) Small items in the walkway, such as food scraps.
- (2) Loose carpet or tile.
- (3) Wet and slippery floors, caused by spilled liquids or snow tracked in during inclement weather.
- (4) Changes in floor elevations.
- (5) Poor lighting.
- (6) Snow and ice-covered parking lot surfaces.
- (7) Potholes in parking areas.

b. Controls

- (1) Keep floors clean and dry.
- (2) Use “Caution-Wet Floor” signs when mopping the floor, and leave the sign in place until the floor is completely dry.
- (3) Flooring should be inspected regularly for cracked or uneven surfaces.
- (4) Daily cleaning of kitchen floors, using heavy-duty cleaners and degreasers.
- (5) Clean up spills immediately.
- (6) Repair defects in the parking lot, sidewalks, floors, and carpets.
- (7) Employees should wear shoes with good traction and closed toes.
- (8) Use grid-pattern rubber floor mats or special floor treatments in the kitchen.
- (9) Place trash in proper waste containers.

- (10) All employees should exercise good housekeeping practices and clean as they go.
- (11) Repair tears in carpeting as soon as possible. Tape can be used temporarily.
- (12) Use floor mats at all entryways.
- (13) Make sure the drink station floor remains free of spilled ice.
- (14) Do not store or leave items on stairways.
- (15) Straighten or remove rugs and mats that do not lie flat on the floor.

11. Prevention of Cuts

Cuts are one of the most common injuries in food service businesses. They arise mainly from knives and broken glass. Other potential sources of cuts are from handling and/or cleaning slicers, box cutters, plastic wrap, cutting bars, and opening cans.

a. Safety Procedures to Prevent Cuts

- (1) All employees should be trained in the safe use of knives.
- (2) Use retractable safety razors for opening boxes. Never use a knife for this purpose.
- (3) Place can lids into the empty can before disposing of the can.
- (4) Use the correct knife for the job. Use knives for cutting, slicing and dicing. Do not use knives as screw-drivers or ice picks.
- (5) Carry the knife with the point down.
- (6) Always use a cutting board. Put a damp towel under the cutting board to prevent slippage.
- (7) Cut away from your body and do not “hack” at food.
- (8) Never try to catch a falling knife.
- (9) Wash knives by themselves – not with other utensils. Never leave knives soaking under water because they cannot be seen.
- (10) When not in use, store knives in drawers or racks.
- (11) Use a broom and dust pan or damp towel to pick up broken glass. Never use your bare hands - even to pick up the larger pieces.
- (12) Set up a labeled container in the kitchen in which to store only broken glass.
- (13) All employees should be trained on how to safely operate and clean slicers.
- (14) Keep knives sharp. A sharp knife is safer than a dull knife. Dull blades require more force and may be more likely to slip, cutting you rather than the food.
- (15) Do not place drinking glasses inside each other.
- (16) Visually inspect all glassware for cracks or chips. If chips or cracks are discovered in the glasses, place them in containers labeled “broken glass.”
- (17) Do not use a drinking glass to scoop ice. Use a metal scoop or pan instead.
- (18) Always keep your eyes on your work while you are using a slicer.
- (19) Do not place your hand on top of the blade guard while operating a slicer.
- (20) Replace the guards after cleaning or making any adjustments to a slicer.
- (21) Turn the power switch of the slicer to “off” and unplug it when it is not being used.
- (22) Wear a wire mesh glove when cleaning the exposed edge of the slicer blade.

12. Serving Alcoholic Beverages

- a. Exposures may arise out of selling or serving alcoholic beverages. Areas of concern include:
 - (1) Serving alcoholic beverages to minors.
 - (2) Serving alcoholic beverages to intoxicated persons.
 - (3) Automobile accidents caused by people that were served alcoholic beverages by our establishment.

b. Controls

- (1) Our organization will refrain from activities (such as happy hours; 2-for-1 drink specials; etc.) that promote drinking.
- (2) Established drinking limits to discourage excessive drinking will become a part of all bartender training.
- (3) When in doubt, require identification showing proof of age before serving alcoholic beverages to a customer.
- (4) All servers will be trained to recognize the effect of alcohol on customers and deal with intoxicated customers appropriately. One of the training programs that is available and may be used by our facility is TIPS – Training in Intervention Procedures for Servers. Training can be arranged for servers through 1-800-GET TIPS.
- (5) When necessary, make arrangements (such as taxi service) to transport intoxicated customers to their homes.

13. Security and Crime Control

- a. Due to cash transactions, food service businesses are attractive targets for robberies. But there are ways to prevent robberies and minimize the risk of danger to our employees and customers in the event of a hold-up. There are also cash control procedures that will help us prevent theft.

The following guidelines may help us reduce the chance of employees and customers becoming crime victims.

- (1) Make sure all employees are trained in how to recognize suspicious activities.
 - (2) All exterior door locks will be change after each management change.
 - (3) Keep the back door locked at all times.
 - (4) Try to use the front doors for late food supplier deliveries.
 - (5) Proper lighting and visibility can deter crime outside and inside the clubhouse.
 - (6) Exterior lights should be turned on at dusk and during bad weather.
 - (7) Floodlights should illuminate the sidewalks, back door, and front door.
 - (8) Burned out lights should be replaced immediately.
- b. All employees should adhere to the following procedures:
- (1) Do not panic during a robbery.
 - (2) Do not argue with the robber.
 - (3) Be observant. Note as many details as possible about the robber(s).
 - (4) Know how to set off the silent alarm, but ***only*** if it can be done without risk.
 - (5) Do not lie to the robber. Do not volunteer information, but if asked a question, always tell the truth.
 - (6) Do not surprise the robber or do anything to excite or confuse him.
 - (7) Do not chase after or use weapons against the robber. That is the responsibility of the police.
 - (8) Call the police immediately after the robber leaves. Lock the doors. Do not touch evidence or discuss the robbery with other employees. If customers or witnesses will not wait for the police to arrive, get their names and addresses for the police.
 - (9) Cooperate and answer all questions that police ask about the robbery.
 - (10) ***Never*** give statements to the media.
 - (11) Perform cash counts prior to opening and at shift change.
 - (12) Keep less than \$150 in the register, if possible.
 - (13) All cash should be removed from the register and make frequent drops into the safe.
 - (14) Bank deposits should be made at varying times.
 - (15) Take different routes to the bank.
 - (16) Know how to detect counterfeit bills.

RESERVED FOR FUTURE USE

Section V – Accident Management

A. Accident and Near Miss Reporting Procedures

If you or a customer has a near-miss situation while working, notify your Supervisor immediately. The situation will be investigated and corrective action implemented to prevent future injury. Employees and witnesses must fully cooperate in the investigation.

If you are injured on the job:

1. Contact your Supervisor, or the nearest coworker (who should notify a Supervisor) if you are unable to contact your Supervisor due to the severity of your injury.
2. The designated employee who is trained in first-aid and/or CPR should be immediately notified to assist in the situation.
3. First aid kits, which are prominently displayed throughout the workplace, should be made available and medical supplies promptly refilled (by the Manager).
4. If needed, the Supervisor or his/her authorized representative should transport the injured worker to the company's designated medical facility to receive appropriate medical attention.
5. If rescue personnel are summoned, the Supervisor should delegate an individual to wait for the rescue team and escort them to the injured employee.
6. All witnesses to the accident should be available to speak with the Management and/or Supervisor and cooperate in all accident investigations.
7. The Manager or immediate Supervisor should immediately notify the insurance company of the accident and file a workers' compensation claim.

Every accident or near-miss situation should be reported immediately. Injured employees and witnesses to the accident will assist the Supervisor in completing an accident investigation. Injured employees must comply with the medical treatment provided by the treating physician and cooperate with the insurance company and its designees.

B. Accident Investigation

When an accident occurs, it is an indication that something has gone wrong. Accidents don't just happen, they are caused. The basic cause(s) of accidents are unsafe acts and/or conditions. The Supervisor must investigate every accident to determine the cause and to initiate corrective action to assure that similar type accidents will not reoccur from the same causes.

Supervisors should complete the Supervisors Accident Investigation Report and submit a copy to the *(Insert Appropriate top management title here such as Corporate President, Owner, Manager, General Manager)* for review. The *(insert title of person mentioned in prior sentence here)* should evaluate the corrective action(s) taken or suggested by the Supervisor and instruct if additional changes should be made.

Tips on accident investigations:

1. Every accident is caused. Carelessness is not a cause, but the result of some deficiency. Telling employees to be more careful will not eliminate the real accident cause.
2. An accident investigation is not a trial to find fault or to place blame. Its purpose is to find accident causes so that corrective measures may be taken to prevent future accidents.
3. Most accidents result from a combination of human error (unsafe behavior) and a physical hazard (unsafe condition). Do not overlook the possibility of multiple errors and hazards.
4. Don't stop at the obvious answer. For instance, a fall on greasy floor surface does not happen because someone slipped. The accident happened because the grease was allowed to remain on the floor and the worker walked onto it. Determine why the operator did this and why the grease was not cleaned up. Only by correcting both problems can you prevent future accidents.
5. The accident investigation should be conducted as soon after the accident as possible. Facts should be gathered while the accident is fresh in the minds of those involved. If possible, question every employee who was involved, or witnessed, the incident. Delay interviewing injured employees until after medical treatment has been received.
6. Other employees who did not witness the accident, but work in the area, may contribute information regarding the injured worker's activities prior to the accident and conditions at the time of the accident.

7. The accuracy and completeness of the information received from the injured worker(s) and witness(es) depends on how well the interview is conducted. Supervisors should:
 - a. Put employees at ease.
 - b. Ask what happened and how it happened.
 - c. Permit employees to answer without interruptions.
 - d. Show concern.
 - e. Remember, nothing is gained with criticism or ridicule.
 - f. Ask “why” questions, only to clarify the story.
 - g. Repeat the story, as you understand it.
 - h. Give the employee the chance to correct any misunderstandings that you may have.
 - i. Photographs of the conditions as they exist immediately following the accident, including photos of the damaged equipment, are very helpful.
 - j. Damaged equipment should be removed or secured for future testing and used as evidence.
 - k. Employees should not be permitted, under any circumstances, to operate machines or equipment that was damaged in an accident until all necessary repairs have been completed and all damaged parts have been repaired or replaced.
 - l. Take immediate action to correct any obvious unsafe conditions. Determine the basic accident causes and correct or recommend action to prevent reoccurrence.
8. In addition to employee accidents/injuries, customer reported incidents should be documented to assist management, and our insurance carrier should a claim be filed, to thoroughly investigate the reported incident. If a customer incident of any type is reported to you, the following procedures should be followed:
 - a. If you are not a Supervisor or member of Management, your superior should be contacted to speak with the customer.
 - b. If you are a Supervisor or you are a member of management and an incident is being reported to you by a customer, NEVER admit guilt but complete the attached applicable customer incident report form (i.e. if a food incident, please complete the Food Incident Investigation Report. If this is NOT an alleged food incident, the general Customer Incident Report form should be completed).
 - c. All instructions on the incident report forms should be closely followed and the completed forms should be forwarded to the Manager/owner of this business for further investigation and/or action.

SUPERVISOR'S ACCIDENT INVESTIGATION REPORT

(Completed by Supervisor of Injured Employee)

Company		Address	
Name of Injured Employee		Dept	Position
How long in position?			
Date of Accident	Time of Accident	Nature of Injury	
Injury Resulted in: <input type="checkbox"/> Injury <input type="checkbox"/> Fatality <input type="checkbox"/> Property Damage (specify)			
Medical Treatment <input type="checkbox"/> None <input type="checkbox"/> First Aid <input type="checkbox"/> EMT or Paramedic <input type="checkbox"/> Doctor or Clinic <input type="checkbox"/> Hospital			Days Lost Time?
Drug Tested? <input type="checkbox"/> Yes <input type="checkbox"/> No Alcohol Tested? <input type="checkbox"/> Yes <input type="checkbox"/> No			
What was the injured employee doing at the time of the accident?			
How did the accident occur (brief description)?			
What environmental factors (unsafe conditions) contributed to the accident? (See next page for examples)			
What behavioral factors (unsafe acts) contributed to the accident? (See next page for examples)			
What corrective actions can be taken to prevent recurrence? (See next page for examples)			
What corrective actions have been taken to prevent recurrence?			
Names of Witnesses			
Supervisor	Date	Reviewed by:	Date

Supplemental Information for completing the Accident Investigation Report

Note: Each accident will involve at least one of the following conditions as a contributing factor.

Environmental Factors (Unsafe Conditions)		
Conditions	Definition of Condition	Suggested Corrective Action
Unsafe procedures	<i>Hazardous Process. Management failed to make adequate plans for safety.</i>	A. Formulation of safe working procedures
Improperly guarded	<i>Work areas, machines, or equipment that are unguarded or inadequately guarded.</i>	A. Inspection B. Checking plans, blueprints, purchase orders, contracts, and materials for safety C. Include guards in original design, order, and contract D. Provide guards for existing hazards
Defective through use	<i>Buildings, machines, or equipment that have become rough, slippery, sharp edged, worn, cracked, broken, or otherwise defective through use or abuse.</i>	A. Inspection B. Proper Maintenance
Defective through design	<i>Failure to provide for safety in the design, construction, and installation of buildings, machinery, and equipment. Too large, too small, not strong enough.</i>	A. Source of supply must be reliable B. Checking plans, blueprints, purchase orders, contracts, and materials for safety C. Correction of defects
Unsafe clothing or personal protective equipment	<i>Management's failure to provide or specify the use of goggles, respirators, safety shoes, hard hats, and other articles of safe dress or apparel.</i>	A. Provide safe apparel or personal protective equipment. B. Specify the use or non-use of certain apparel or protective equipment on certain jobs.
Unsafe housekeeping facilities	<i>Unsuitable layout or lack of equipment necessary for good housekeeping (i.e. shelves, boxes, bins, aisle markers, etc.)</i>	A. Provide suitable layout and equipment necessary for good housekeeping.
Improper ventilation	<i>Poorly or not ventilated area</i>	A. Improve ventilation
Improper illumination	<i>Poorly or not illuminated area</i>	A. Improve illumination

Behavioral Factors (Unsafe Acts)		
Factor	Definition of Factor	Suggested Corrective Action
Lack of knowledge or skill	<i>Unaware of safe practice; Unskilled. Not properly instructed or trained.</i>	A. Job training B. Improved hiring practices
Improper attitude	<i>Worker was properly trained and instructed, but failed to follow instructions.</i>	A. Supervision B. Discipline C. Improved hiring practices
Physical Deficiencies	<i>Worker has impaired eyesight or hearing, heart trouble, hernia, previous injuries, etc.</i>	A. Pre-employment physicals B. Periodic physicals C. Proper placement of workers D. Identification of workers with temporary physical deficiencies
Substance Abuse	<i>Worker was under the influence of (illegal or prescribed) drugs or alcohol while completing task</i>	A. Drug-Free Workplace Policy with drug/alcohol testing B. Discipline C. Rehabilitation

CUSTOMER INCIDENT INVESTIGATION REPORT

Please complete this form in the event of a customer incident. Be courteous and supportive. Do not admit any fault. If necessary, call an ambulance. Do not transport customer to the hospital. Gather as much information as possible. Maintain this completed report with your accident records for analysis.

Business Name: _____ Phone: _____

Manager: _____

Person Involved

Name of Customer: _____ Date of Birth: _____ Sex: M F

Address _____ City/State/Zip: _____

Home Phone: _____ Work Phone: _____

Nature of Injury or Property Damage (Body parts affected: broken, strained; or left, front fender dented, etc.)

Assistance Provided? (Describe what and by whom, i.e., first aid, medical center, hospital, etc.) _____

Transported by: Ambulance Private Vehicle Other _____

Accompanied by: (Name/relationship) _____

Incident Description

Location of Incident (Be specific): _____

Date Occurred: _____ Time Occurred: _____ A.M. P.M.

Description of Incident by Customer: _____

Description of Incident by Employee (if present at time): _____

Non-Employee Witnesses

Were there any witnesses? (List name/address/phone number). Report all statements of witnesses on supplemental form:

CUSTOMER INCIDENT INVESTIGATION REPORT

Employee Witnesses

Provide names of all employees in the vicinity of the area. Attach written statements to this report. _____

Any additional comments made by customer which may be pertinent. **THIS IS NOT TO BE COMPLETED BY CUSTOMER.**

When/where were comments made? To whom? _____

Customer's Attitude: Hostile Neutral Cooperative Other _____

Did customer appear intoxicated? Yes No

Falls

Description of weather at time of incident (Examples: sunny, rainy, snowing, drizzle, clear.) Note any precautions taken to prevent potential slip/falls (i.e. ice melt, "wet floor" signs, etc.) _____

Description of surfaces involved (i.e cracked sidewalk, uneven sidewalk, uneven floor, smooth walking surface, torn carpeting, etc.) Also include any foreign substances believed to be on surface.) _____

Describe item(s) customer was carrying and how item was carried. Was item being carried such that it was blocking vision? _____

Type of footwear and clothing customer was wearing: _____

Were photos taken? Yes No If yes: Date taken: _____ Time: _____

By Whom: _____ Number: _____ Attach photos to report.

Report prepared by: _____ Date: _____

Reviewed by: _____ Date: _____

FOOD INCIDENT INVESTIGATION REPORT

Please complete this form in the event of a food incident. Be courteous and supportive. Do not admit any fault. If necessary, call an ambulance. Do not transport customer to the hospital. Gather as much information as possible. Maintain this completed report with your accident records for analysis.

Business Name: _____ Phone: _____

Manager: _____

Person Involved

Name of Customer: _____ Date of Birth: _____ Sex: M F

Address _____ City/State/Zip: _____

Home Phone: _____ Work Phone: _____

Nature of food incident (i.e. customer alleged broken tooth on food served, foreign object in food, illness following meal, etc.) _____

Assistance Provided? Describe what and by whom (i.e. first aid, medical center, hospital, etc.) _____

Transported by: Ambulance Private Vehicle Other _____

Accompanied by: (Name/relationship) _____

Customer Witnesses

Provide names, phone number, address and relationship to customer (i.e. unknown witness, family member of customer, friend dining with customer, etc.) _____

Comments made by witnesses (Attach written statements to this report.) _____

FOOD INCIDENT INVESTIGATION REPORT

Employee Witnesses

Provide names of all employees in the vicinity of the area. Attach written statements to this report. _____

Any additional comments made by customer which may be pertinent. **THIS IS NOT TO BE COMPLETED BY CUSTOMER.**

When/where were comments made? To whom? _____

Customer's Attitude: Hostile Neutral Cooperative Other _____

Did customer appear intoxicated? Yes No

Were photos taken? Yes No If yes: Date taken: _____ Time: _____

By Whom: _____ Number: _____ Attach photos to report.

Food Incident

Describe food product(s) involved: _____

Foreign objects? _____

Food retained? ? Yes No Object retained? Yes No

Food preparers: _____

Supplies received from: _____ Date: _____

Purchase Order Number: _____

Any other pertinent information? _____

Report prepared by: _____ Date: _____

Reviewed by: _____ Date: _____

Section VI – Safety Violation

PRIOR TO IMPLEMENTING ANY EMPLOYEE DISCIPLINARY PROCEDURE, THE ENTIRE PROGRAM INCLUDING THE ACTIONS THAT WILL BE TAKEN SHOULD THE EMPLOYEE VIOLATE SAFETY RELATED POLICIES, SHOULD BE REVIEWED WITH YOUR COMPANY'S LEGAL COUNSEL.

Should any employee commit an unsafe act, intentional or not, this action should be addressed by the immediate Supervisor and reviewed by the Business Owner or Manager. The Company reserves the right to use disciplinary actions, depending upon the seriousness of the violation and the impact of the violation upon the conduct of Company business. It is not required to complete all steps of the disciplinary procedure in every case. Discipline may begin at any step appropriate to the situation. Discipline includes, but is not limited to:

1. **Verbal Reprimand**
2. **Written Reprimand**
3. **Suspension**
4. **Termination of Employment**

The "**Safety Violation Notice**" form should be completed for all written reprimands. A copy should be maintained in the employee's personnel file and submitted to the Manager, if corrective action(s) is required.

SAFETY VIOLATION NOTICE

Employee Name: _____

Department: _____ Violation Date: _____

A safety and health survey of your operation has revealed non-compliance of certain safety rules, procedures, programs, and/or local, state, or federal regulations. As a condition of the company's safety policy, you are required to maintain a safe work environment and to prevent unsafe actions of yourself, co-workers, and/or your employees.

This warning is for your protection and safety. The violation(s) noted and corrective action(s) are indicated below.

Rule Violated	Violation Description	Corrective Action Required*
1)		
2)		
3)		

Corrective Action Required*

- 1 = Cease operation until corrective action is complete
- 2 = Warn personnel and instruct them on proper safety procedures
- 3 = Provide proper personal protective equipment
- 4 = Change procedure/work method
- 5 = Initiate and complete corrective action (include date)
- 6 = Other (specify above)

Comments: _____

Disciplinary Action Imposed

- Verbal Reprimand along with this notice
- Written Reprimand with a last chance warning
- Suspension (from _____ to _____)
- Termination of Employment

Date: _____ Supervisor: _____

Section VII – Special Emphasis Programs

A. Chemical Handling Procedures/Hazard Communications Program

1. Purpose:

To ensure that information about the dangers of all chemicals/hazardous materials used by the Company are known by all affected employees. A secondary purpose is to comply with the requirements of the OSHA Hazard Communication Standard and corresponding state laws.

2. Responsibility:

All employees of the company will participate in the hazard communication program and comply with all provisions of this policy. The Business Owner or Manager is responsible for maintaining this program and ensuring compliance with all local, state, and federal laws.

3. Scope:

This program covers container labeling, material safety data sheets, employee training and information, hazardous non-routine tasks, list of hazardous chemicals (i.e. cleaning chemicals, re-fueling chemicals, lawncare chemicals, office chemicals, etc.), chemicals in unlabeled pipes and safety procedures.

4. Program:

a. Container Labeling

- (1) The Business Owner or Manager will verify that all containers received for use will be clearly labeled with the following: 1) contents, 2) the appropriate hazard warning (i.e. flammable, toxic, etc.), and 3) the name and address of the manufacturer. Existing labels will not be removed or defaced on incoming containers.
- (2) All materials on site are to be stored in their original container with the label attached.
- (3) Any material with a label missing or illegible should be reported to the Supervisor immediately for proper labeling and/or disposal in accordance with the Material Safety Data Sheet.
- (4) Stationary, secondary, or portable containers should be clearly labeled with either an extra copy of the original manufacturer's label or with generic labels which have a block for identification and blocks for the hazard warning.
- (5) Signs, placards, or other written materials that convey specific hazard information may be used in place of individual container labels if there are a number of stationary process containers within a work area which store similar materials.
- (6) Portable containers do not need to be labeled if the chemicals are transferred to labeled containers and used by the employee making the transfer during that shift. No unmarked containers of any size shall be left unattended in the work area.

b. Material Safety Data Sheets (MSDS)

- (1) Any product having a hazardous warning on its label requires a MSDS.
- (2) The manufacturer, distributor, or vendor shall provide the MSDS for the hazardous product.
- (3) All MSDS's shall be forwarded to the Business Owner or Manager and reviewed by this individual and employees using the product to determine safe work practices and to determine what if any personal protective equipment may be needed. The MSDS's will be maintained and kept at the following location:

- (4) The MSDS provides:
 - (a) chemical information
 - (b) hazardous ingredients
 - (c) physical data, such as the potential for fire, explosion, and reactivity
 - (d) health hazards
 - (e) spill or leak procedures

- (f) special protection and precautions
- (g) personal protective equipment needed
- (h) name, address, and phone of MSDS preparer or distributor

b. Employee Training and Information

- (1) The Business Owner or Manager will provide training to employees when hired, prior to handling chemicals for the first time within work area (i.e. due to chemical substitution, job reassignment) and routinely thereafter on the hazardous nature of chemical products. Training will include:
 - (a) The Hazard Communication Policy
 - (b) Chemicals present in workplace operations
 - (c) Physical and health effects of the hazardous chemicals
 - (d) Appropriate work practices and controls when using chemicals
 - (e) Emergency and first-aid procedures
 - (f) How to read labels and review an MSDS to obtain appropriate hazard information
 - (g) Location of the MSDS file and written hazard communications program
- (2) After attending the training class, each employee will sign a form to verify that they attended the training, received the written materials, and understand the company's policies on Hazard Communication. See the Training Documentation for Chemical Handling Procedures/Hazard Communication Program.

c. Hazardous Non-Routine Tasks

- (1) Periodically, employees are required to perform hazardous non-routine tasks.
- (2) Prior to starting work on such projects, each affected employee will be given information by the Business Owner or Manager about the hazardous chemical he/she may encounter during such an activity. This information will include specific chemical hazards, protective safety measures the employee can use, and measures the company has taken to lessen the hazards including ventilation, respirators, presence of other employees, and emergency procedures.

d. Informing Contractors and Others

- (1) The Business Owner or Manager shall advise contractors that may work at our facility and other clients of our Hazard Communication Program.
- (2) Copies of the MSDS's for all materials brought onto the site will be made available upon request to each client, contractor or visitor to the facility by the Business Owner or Manager.
- (3) The Business Owner or Manager will also obtain chemical information from contractors that may expose our employees to hazardous chemicals which they bring into our workplace.

e. List of Hazardous Chemicals

Attached is a list of all known hazardous substances presently being used (see sample form "List of Hazardous Chemicals"). Listed chemicals are denoted as **EX** for explosive, **HT** for highly toxic, **C-R** for corrosive or irritant, and **CAR** for proven or suspected carcinogen-mutagen in humans or animals. Further information on each chemical can be found by reviewing the MSDS sheet on that chemical.

f. Chemicals in Unlabeled Pipes

- (1) Work activities are often performed by employees in areas where chemicals are transferred through unlabeled pipes.
- (2) Prior to starting work in these areas, the employee shall contact the Business Owner or Manager for information regarding:
 - (a) The chemical in the pipes.
 - (b) Potential hazards.
 - (c) Safety precautions which should be taken.

g. Safety Procedures and Recommendations

(1) Work Habits

- (a)** Never work alone, eat, drink or use tobacco products within an area where chemicals are handled or within a chemical storage room. Do not store food or beverages in such an area.
- (b)** Wash hands before and after working within a chemical handling area, and after spill cleanups.
- (c)** Restrain loose clothing, long hair, and dangling jewelry.
- (d)** Never leave heat sources unattended.
- (e)** Never place reactive chemical containers near the edge of a table, bench, etc. where they may fall and break, thus releasing chemical vapors into the room and/or come into contact with other chemicals causing an unsafe reaction.
- (f)** Use a fume hood when working with volatile substances.
- (g)** Obtain and read the MSDS for each chemical before handling/dispensing any chemicals.
- (h)** Analyze new chemical handling procedures in advance to pinpoint hazardous areas.
- (i)** Analyze accidents to prevent repeat performances.
- (j)** Protection should be provided for not only the employees working within the chemical handling/processing room, but also for any visitors to the area.
- (k)** Do not mix chemicals in the sink.
- (l)** Always inform co-workers of plans to carry out hazardous work.
- (m)** Carry out regular fire or emergency drills with critical reviews of the results.
- (n)** Have actions pre-planned in case of an emergency (i.e. gas shut-off location, escape routes posted, meeting places).

(2) Safety Wear

- (a)** ANSI approved eye or face protection should be worn at all times within those work areas where eye injuries could be expected if appropriate eye protection is not worn.
- (b)** Gloves, which will resist penetration by the chemical being handled and have been checked for pin holes, tears, or rips, should be worn.
- (c)** Footwear should cover feet completely; no open-toed shoes or sandals.

(3) Facilities and Equipment

- (a)** Have separate container for trash and broken glass.
- (b)** Never block any escape routes, and plan alternate escape routes.
- (c)** Never block a fire door open.
- (d)** Never store materials in storage aisles.
- (e)** All moving belts and pulleys should have safety guards.
- (f)** Ensure that eye-wash fountains will supply at least 15 minutes of water flow.
- (g)** Regularly inspect safety showers and eye-wash fountains and keep records of inspections.
- (h)** Keep up-to-date emergency phone numbers posted next to the phone.
- (i)** Place fire extinguishers near an escape route, not in a "dead end" corridor.
- (j)** Regularly maintain fire extinguishers, maintain records, and train personnel in the proper use of extinguishers.
- (k)** Acquaint personnel with the meaning of "Class A fire", "Class B fire", etc., and how they relate to fire extinguisher use.

- (l) Secure all compressed gas cylinders when in use and transport them secured on a hand truck.
- (m) Install chemical storage shelves with lips, and never use stacked boxes in lieu of shelves.
- (n) Replace appropriate equipment and materials for spill control when they become dated.

(4) Chemical Storage

- (a) Do not store materials on the floor.
- (b) Separately store organic and inorganic chemicals.
- (c) No above eye level chemical shelf storage should be permitted.
- (d) Shelf assemblies should be firmly secured to walls.
- (e) Store acids, poisons, and flammable liquids in separate dedicated cabinets.

(5) Purchasing, Use, and Disposal

- (a) If possible, purchase chemicals in class-size quantities only. Label all chemicals accurately with date of receipt, or preparation, initialed by the person responsible, and pertinent precautionary information on handling.
- (b) Follow all directions for disposing of residues and unused chemicals.
- (c) Properly store flammable liquids in small quantities in containers with a provision for bonding to receiving vessels when the liquid is transferred.
- (d) Have a Material Safety Data Sheet on hand before using a chemical.
- (e) Prepare a complete list of chemicals of which you wish to dispose.
- (f) Classify each of the chemicals on the disposal list into a hazardous or non-hazardous waste chemical. (Check with the local environmental agency office for details.)

(6) Substitutions

- (a) Reduce risk by diluting substances instead of using concentrates.
- (b) When conducting training involving chemical handling, use handouts, films, videotapes, and other methods rather than experiments involving hazardous substances.
- (c) Undertake all substitutions with extreme caution.

TRAINING DOCUMENTATION FOR CHEMICAL HANDLING PROCEDURES/HAZARD COMMUNICATION PROGRAM

I have received training and understand how to read the Materials Safety Data Sheets (MSDS) and container labels regarding hazardous products.

I have received general training on the hazardous chemicals in which I might be exposed.

I understand that I am required to review MSDS's for any material I am using for the first time.

I know where the MSDS's for my work area are kept and understand that they are available for my review.

I understand that I am required to follow the necessary precautions outlined in the Chemical Handling Procedures/Hazard Communication Program and MSDS's, including use of personal protective equipment and/or apparel.

I know the location of emergency phone numbers, the location and method of operating communications systems (i.e. cell phone, 2-way radio system, etc), the location of medical, fire, and other emergency supplies.

I am aware of my right to obtain copies of the Hazardous Chemical list, written Chemical Handling Procedures/Hazard Communication Program, and MSDS's at my request.

Employee Name: _____

Signature: _____ Date: _____

B. Personal Protective Equipment

1. Purpose

To provide guidelines concerning the proper use of Personal Protective Equipment and to comply with OSHA standards outlined in Title 29, Code of Federal Regulations (CFR), parts 1900-1999.

2. Definition

PPE includes clothing and other accessories designed to create a barrier between the user and workplace hazards. It should be used in conjunction with engineering, work practice and/or administrative controls to provide maximum employee safety and health in the workplace.

3. Responsibility

All employees should use protective equipment described by local, state, federal, and company rules and regulations to control or eliminate any hazard or other exposure to illness or injury.

4. Training

Proper employee training on the correct usage of PPE will likely eliminate many accidents and injuries from occurring. Before performing any work that requires the use of PPE, the Business Owner or Manager, or his/her delegate, must train employees on the following:

- a. When and what types of PPE are necessary;
- b. How the PPE is to be used;
- c. What the PPE's limitations are; and
- d. How PPE should be handled, maintained and stored in accordance with the PPE manufacturer's recommendations.

In many cases, more than one type of PPE will provide adequate protection. In such cases, employees should have their choice of which type of protection they would like to use.

The company is required to document in writing that training has been performed and that employees understand all trained materials. Written certifications should contain the names of all employees trained, the date(s) of training, and the PPE requirements.

An example of Training Documentation for Personal Protective Equipment follows.

5. Types of Protection

- a. **Eye and Face Protection** – Safety glasses with side shields should be provided by Manager or Supervisor and use of such equipment should be mandatory for all employees and visitors in those areas where eye injuries are likely to occur if appropriate eye protection is not worn.

(1) All construction areas require 100% eye protection at all times. Minimum eye protection includes approved safety glasses with side shields or mono-goggles meeting the standards specified in ANSI Z87.1-1968.

(2) Additional eye and face protection should be used by employees when:

- (a) Welding, burning, or using cutting torches
- (b) Using grinding equipment
- (c) Operating saws, drills, cutting tools
- (d) Working with any materials subject to scaling, flaking, or chipping
- (e) Sanding or water blasting
- (f) Working with compressed air or other gases
- (g) Working with chemicals or other hazardous materials
- (h) Working near any of the above named operations

(3) **Selection**

There are different types of eye and face protection designed for particular hazards. In selecting protection, consider type and degree of hazard. Where a choice of protection is given, worker comfort should be the deciding factor in selecting eye protection.

Employees who use corrective eye glasses should wear face shields, goggles, or spectacles of one of the following types:

- (a) Spectacles with protective lenses providing optical correction;
- (b) Goggles or face shields worn over corrective spectacles without disturbing the adjustment of the spectacles; or
- (c) Goggles over contact lenses. (Exception: If handling chemicals and the Material Safety Data Sheet on the chemical indicates "contact lenses should not be worn when handling this chemical", employee should be required to follow (a) or (b) above).

(4) Fit

Skilled persons should fit all employees with goggles or safety spectacles. Prescription safety glasses should be fitted by qualified optical personnel.

(5) Inspection and Maintenance

Eye protection lenses should be kept clean at all times. Continuous vision through dirty lenses can cause eye strain. Daily inspection and cleaning of eye protection with hot, soapy water is also recommended. Pitted lenses should also be replaced immediately as they can be a source of reduced vision. Deeply scratched or excessively pitted lenses are also more likely to break. Employees are responsible for taking care of their eye protection. They are also responsible for turning in eye protection that is in poor shape to their immediate supervisor.

- b. Respiratory Protection** – Respiratory protection devices, approved by the U.S. Bureau of Mines, should be worn by employees exposed to hazardous concentrations of toxic or noxious dust, fumes or mists as required by OSHA. The Hazard Communications Program should include respiratory protection programs.
- c. Foot and Leg Protection** – Workshoes/boots are to be worn by all employees handling heavy materials which are likely to cause foot/toe injuries if dropped. Tennis shoes, sandals, docksiders, hush puppies, steel toed sneakers and bare feet are prohibited.
- d. Glove and Hand Protection** – Gloves provided by the Company should be worn when handling objects or substances that could cut, tear, burn, or otherwise injure the hand. Gloves should not be used when operating machinery.
- e. Clothing** – Wear safe and practical working apparel. Be sure that any clothing you wear is not highly flammable. Neckties and loose, torn or ragged clothing should not be worn while operating tools or equipment. Jewelry of any kind should not be worn when working around machinery or exposed electrical equipment.
- f. Other Personal Protective Equipment** – Other required equipment to be used under unusual circumstances such as high temperature work, handling corrosive liquids, etc., not specifically covered in this section should be reviewed by the Business Owner or Manager and furnished by the Company when required.

A sample Hazard Assessment Form to assist you in determining the PPE needed by your employees follows.

HAZARD ASSESSMENT FORM

Date: _____ Location: _____

Assessment Conducted By: _____

Specific Tasks Performed at this Location: _____

Hazard Assessment and Selection of Personal Protective Equipment

I. Overhead Hazards –

Hazards to consider include:

- Suspended loads that could fall
- Overhead beams or loads that could be hit against
- Energized wires or equipment that could be hit against
- Employees work at elevated site who could drop objects on others below
- Sharp objects or corners at head level

Specific Hazards Identified at this location which require Head Protection: _____

Head Protection

Hard Hat Needed: Yes No

If yes, type:

- Type A** (impact and penetration resistance, plus low-voltage electrical insulation)
- Type B** (impact and penetration resistance, plus high-voltage electrical insulation)
- Type C** (impact and penetration resistance)

II. Eye and Face Hazards –

Hazards to consider include:

- Chemical splashes
- Dust
- Smoke and fumes
- Welding operations
- Lasers/optical radiation
- Bioaerosols
- Projectiles

Specific Hazards at this location identified which require eye and/or face protection: _____

Eye Protection

Safety glasses or goggles needed? Yes No

Face shield needed? Yes No

III. Hand Hazards –

Hazards to consider include:

- Chemicals
- Sharp edges, splinters, etc.
- Temperature extremes
- Biological agents

Hazards to consider include: **(Cont'd)**

- Exposed electrical wires
- Sharp tools, machine parts, etc.
- Material handling

Specific hazards identified at this location which require Hand Protection: _____

Hand Protection

Type of Gloves Needed? Yes No

- Chemical resistant
- Temperature resistant
- Abrasion resistant
- Other (Explain) _____

IV. Foot Hazards –

Hazards to consider include:

- Heavy materials handled by employees
- Sharp edges or points (puncture risk)
- Exposed electrical wires
- Unusually slippery conditions
- Wet conditions
- Construction/demolition

Specific hazards identified at this location which require foot protection: _____

Foot Protection

Safety shoes Yes No

Type Needed based on Hazards Identified

- Toe protection
- Puncture resistant
- Electrical insulation
- Other (Explain) _____

V. Other Identified Safety and/or Health Hazards:

Hazard	Recommended Protection
_____	_____
_____	_____
_____	_____
_____	_____

I certify that the above inspection was performed to the best of my knowledge and ability, based on the hazards present on

(Signature)

TRAINING DOCUMENTATION FOR PERSONAL PROTECTIVE EQUIPMENT

I have received training on the details of my company's Personal Protective Equipment Program.

I understand that I am required to follow all necessary precautions outlined in the Personal Protective Equipment Program.

I know the location of emergency phone numbers and communications systems, and the location of medical, fire, and other emergency supplies.

Employee Name: _____

Signature: _____ Date: _____

C. Smoking Policy

1. Purpose

To establish guidelines whereby the company provides a smoke-free work environment for our employees and is in compliance with all federal and state Indoor Clean Air Acts.

2. Scope

This policy applies to all employees, vendors, visitors, and contractors.

3. Policy

- a. Smoking is **prohibited throughout the building**, unless clearly posted as a "Smoking Permitted" area.
- b. Employees will refrain from smoking in any company vehicle.

4. Discipline

All employees share in the responsibility for adhering to and enforcing the policy. In all cases, the right of the non-smoker to protect his/her health and comfort will take precedence over an employee's desire to smoke. Employees who violate this policy will be subject to the company's Disciplinary Action Program.

D. Violence Prevention Program

1. Purpose

To establish guidelines to protect employees against workplace violence.

2. Policy

Nothing is more important to the Management of this company than the safety and well being of our employees. Threats, threatening behavior, or acts of violence against employees, visitors, guests, or other individuals by anyone on company property will not be tolerated. Violations of this policy will lead to disciplinary action, which may include dismissal, arrest, and prosecution.

Any person who makes substantial threats, exhibits threatening behavior, engages in violent acts, or brings a weapon onto company property shall be removed from the premises as quickly as safety permits and shall remain off premises pending the outcome of an investigation. The company will initiate an appropriate response, including but not limited to suspension, reassignment of duties, termination of employment and/or business relationship, and/or criminal prosecution of the person(s) involved.

No existing policy, practice, or procedure should be interpreted to prohibit decisions designed to prevent a threat from being carried out, a violent act from occurring, or a life-threatening situation from developing.

All company personnel are responsible for notifying their supervisor or the management representative(s) designated below of any threats that they have witnessed, received, or have been told that another person has witnessed or received. Even without an actual threat, personnel should also report any behavior they have witnessed which they regard as threatening or violent, when that behavior is job related or might be carried out on company property. Employees are responsible for making this report regardless of the relationship between the individual initiating the threat or threatening behavior and the person(s) receiving the threat, including domestic problems which they fear may result in violent acts against them or a coworker.

All individuals who apply for or obtain a protective or restraining order which lists the company locations as protected areas must provide a copy of the petition used to obtain the order, as well as a copy of the protective or restraining order which was granted, to their immediate supervisor or the designated representative(s) listed below.

The company understands the sensitivity of the information requested and has developed confidentiality procedures that recognize and respect the privacy of the reporting employee(s).

The designated management representative(s):

Name: _____

Title: _____ Dept: _____

Location: _____ Telephone: _____

THIS IS A SAMPLE ONLY. YOUR LEGAL COUNSEL SHOULD REVIEW YOUR POLICY AND ACKNOWLEDGEMENT FORM PRIOR TO DISTRIBUTION.

E. Lockout/Tagout

1. Purpose

To establish a procedure to protect and prevent personnel from injury by 1) accidental activation of any powered or damaged equipment, and 2) the uncontrolled release of electrical energy. A secondary purpose is to remain in compliance with OSHA regulations, 29 CFR 1910.147.

2. Responsibility

The Manager is responsible for compliance. The Manager shall train Supervisors on proper lockout/tagout procedures, audit and/or oversee the application of the procedures, ensure corrective actions are taken when problems arise, and conduct an annual inspection/evaluation. Supervisors are responsible for training effected and authorized employees on the purpose and use of these procedures. The Manager should periodically monitor training activities and assist, as required, to ensure compliance with OSHA regulations and company goals. All effected and authorized employees involved in lockout/tagout procedures must receive annual training. A list of authorized, trained individuals will be maintained by the Manager. (See the attached List of Authorized Lockout/Tagout Individuals form.)

3. Scope

This procedure applies to all Company personnel and contract employees. Lockout/tagout procedures will be enforced during installation, cleaning, servicing, maintenance, or inspection work performed on any powered equipment. This procedure does not apply to adjustment or other activities, which require the equipment be operating at the time of service. Other protective measures must be in place to protect employees during adjustment or "inching" work.

4. Definitions

- a. **Lockout:** *The application of a lock, chains, or other appropriate apparatus, and a danger identification tag to de-energize electrical equipment and/or process system to ensure that the equipment or system cannot be activated. Note:* OSHA regulations require that locks be used to secure equipment whenever possible. Chains can be wrapped around valve handles and then locked in such a way that the valve cannot be operated. Tags alone can be used when it is not possible to use a lock.
- b. **Tagout:** *The application of a danger identification tag when a physical lockout or de-energizing is not feasible or a lock has already been applied. Tags should bear the name of the employee applying the tag, the date of application, and a brief description of the work needed.*
- c. **Energy Source:** *The switch or valve through which energy is controlled to the unit (e.g. motor control center disconnect switches, circuit breaker panel switches, valves, locking pins, etc.). This energy may be: 1) electric power, 2) mechanical power, 3) hydraulic power, 4) pneumatic energy, 5) chemical system, or 6) thermal energy.*
- d. **Authorized Employees:** *A person who locks out or tags out machines or equipment in order to perform servicing or maintenance on that machine or equipment.*
- e. **Effected Employees:** *An employee whose job requires him/her to operate or use a machine or equipment on which servicing or maintenance is being performed under lockout or tagout, or whose job requires him/her to work in an area in which such servicing or maintenance is being performed. An effected employee becomes an authorized employee when the effected employees' duties include servicing or maintenance.*

5. Lockout/Tagout Procedures

- a. Each piece of equipment or system must be evaluated to identify all energy sources to be locked or tagged out. The evaluation should be done periodically by a Supervisor or an authorized employee with familiarity with the equipment/system, using the attached Energy Source Determination Checklist.
- b. If the machine is determined by OSHA that formal lockout/tagout procedures are required, this should be done by an authorized employee and logged on the attached form List of Lockout/Tagout Procedures. These procedures should then be followed. If no specific procedures are required, or provided by the equipment manufacturer, complete the following tasks:
 - (1) Deactivate (turn off) and secure the equipment/system at the energy source. Relieve pressure, release stored energy from all systems, and restrain or block them. (Operators must tag the appropriate switches or controls inside the control room as part of this step).
 - (2) Attach a lock to each isolation device and a tag to the lock. Sign and date the tag, along with providing pertinent information.

- (3) Check to ensure that no personnel are exposed to the equipment/system, then attempt to activate the normal operating controls to ensure proper lockout/tagout. A voltmeter can be used to check the switch.

CAUTION: Always return the operating control to the “neutral” or “off” position after completing this test. The equipment/system is now locked and tagged out.

6. Lockout/Tagout Removal Procedures

- a. After installation, servicing, maintenance, inspection, or cleaning is complete, verify that all tools have been removed, all guards have been reinstalled, the area is clean and orderly, and the equipment is safe to operate.
- b. Ensure that employees are not exposed to the equipment and all employees are aware of the removal of the lock and tag.
- c. The locks and tags should be removed only by the employee who applied them, the Supervisor, or the Manager. Locks and tags may be removed by the Supervisor or Manager only after receiving approval from the employee who locked out/tagged out, and/or confirmation that the necessary repair has been completed. The tags should be signed and dated and submitted to the Manager.
- d. Activate energy source as required.

7. Procedures Involving More Than One Person

If more than one individual is required to lockout or tagout equipment, each shall use his/her own assigned lockout/tagout device on the energy source. When the energy source cannot accept multiple locks or tags, a multiple lockout/tagout device (hasp) should be used. A single key should be used to lockout the equipment/system, with the key being placed in a lockout box or cabinet. This cabinet or lockout box must allow multiple locks to secure it. Each employee will then use his/her own lock to secure the box or cabinet. As each person no longer needs to maintain the lockout protection, that person will remove his/her lock from the cabinet. Proper removal procedures should be followed.

8. Annual Inspection/Evaluation of Lockout/Tagout Program

The Lockout/Tagout Program should be reviewed on an annual basis to determine if changes in the program are needed. These changes may be due to additions of machinery/equipment, revisions in the way specific machines are locked out or tagged out, machinery has been removed from the premises, etc. The attached Lockout/Tagout Annual Inspection/Evaluation Report form may be of assistance in completing this very important procedure.

9. Training Documentation

All lockout/tagout training should be properly documented. Documentation forms should be kept on file within each Manager or Supervisor's office. Updated training should be provided when lockout/tagout procedure changes occur. Training documentation forms should be updated following each lockout/tagout training class. The attached Training Documentation for Lockout/Tagout Program form should assist you in maintaining proper documentation of your training procedures.

LOCKOUT/TAGOUT ANNUAL INSPECTION/EVALUATION REPORT

Date of Evaluation: _____

Evaluation was made by: _____

Policy has been reviewed: Yes No

Comments on policy: _____

The following procedures have been reviewed: _____

The following procedures were modified: _____

The following procedures were added: _____

A review of the OSHA log 300, associated accident reports, and OSHA Form 301 were conducted? Yes No

The following injuries resulted from lockout/tagout:

Injury	Procedure Number for Applicable Equipment	Process or Machinery

Comments: _____

Signature

Date

ENERGY SOURCE DETERMINATION CHECKLIST

Date: _____ Company Name: _____

Instructions: In order to determine all energy sources for each piece of equipment, all questions must be answered. If the question does not apply, write N/A.

Location: _____ Work Center: _____

Equipment Name: _____ Equipment #: _____

Serial: _____ Lockout/Tagout Procedure #: _____

1. Does this equipment have:

a. **Electric power** (including battery)? Yes No N/A

If yes, Motor Control Center (MCC) or power panel and breaker number: _____

Does it have a lockout device? Yes No N/A

Battery location: _____

Battery disconnect location: _____

b. **Mechanical power**? Yes No N/A

Mark each type of energy source that applies:

(1) Engine driven? Yes No N/A

If yes, switch or key location: _____

Is lockout device installed? Yes No N/A

If no, method of preventing operation: _____

(2) Spring loaded? Yes No N/A

If yes, is there a method of preventing spring activation? Yes No

If no, how can spring tension be safely released or secured? _____

(3) Counter weight(s)? Yes No N/A

If yes, is there a method of preventing movement? Yes No

If yes, can it be locked? Yes No

If no, how can it be safely secured? _____

(4) Flywheel? Yes No N/A

If yes, is there a method of preventing movement? Yes No

If yes, can it be locked? Yes No

If no, how can it be safely secured? _____

ENERGY SOURCE DETERMINATION CHECKLIST (Page 2)

1. Does this equipment have: (continued)

c. **Hydraulic Power?** Yes No N/A

If yes, location of main control/shut-off valve: _____

Can control/shut-off valve be locked in the "OFF" position? Yes No

If no, location of closest manual shut-off valve: _____

Does manual shut-off valve have a lockout device? Yes No

If no, what is needed to lock valve closed? _____

Is there a bleed or drain valve to reduce pressure to zero? Yes No

If no, what will be required to bleed off pressure? _____

d. **Pneumatic Energy?** Yes No N/A

If yes, location of main control/shut-off valve: _____

Can control/shut-off valve be locked in the "OFF" position? Yes No

If no, location of closest manual shut-off valve: _____

Does manual shut-off valve have a lockout device? Yes No

If no, what is needed to lock valve closed? _____

Is there a bleed or drain valve to reduce pressure to zero? Yes No

If no, what will be required to bleed off pressure? _____

e. **Chemical System?** Yes No N/A

If yes, location of main control/shut-off valve: _____

Can control/shut-off valve be locked in the "OFF" or closed position? Yes No

If no, location of closest manual shut-off valve: _____

Is there a bleed or drain valve to safely reduce system pressure and drain system of chemicals? Yes No

If no, how can the system be drained and neutralized? _____

What personal protective clothing or equipment is needed for this equipment? _____

ENERGY SOURCE DETERMINATION CHECKLIST *(Page 3)*

f. **Thermal Energy?** Yes No N/A

If yes, location of main control/shut-off valve: _____

Can control/shut-off valve be locked in the "OFF" or closed position? Yes No

If no, location of closest manual shut-off valve: _____

Does manual shut-off valve have a lock valve? Yes No

Is there a bleed or drain valve to safely reduce system pressure and temperature and drain system chemicals?
 Yes No

If no, how can the system be drained and neutralized? _____

What personal protective clothing or equipment is needed for this equipment? _____

Special precautions not noted above (i.e. fire hazards, chemical reactions, required cool down periods, etc.): _____

Recommendations or Comments: _____

Completed by: _____

Reviewed by: _____

Approved by: _____

TRAINING DOCUMENTATION FOR LOCKOUT/TAGOUT PROGRAM

I have received training and understand all rules and regulations regarding the lockout/tagout program.

I understand that I am required to follow the necessary precautions outlined in the lockout/tagout program.

I know the location of emergency phone numbers and communications systems, and the location of medical, fire, and other emergency supplies.

Employee Name: _____

Signature: _____ Date: _____

Department _____

F. Fleet Safety Rules/Regulations

The following Sample Fleet Safety Rules/Regulations may not all apply to your operation. Please add any formal or informal motor vehicle rules/regulations your organization may have in place to this list and delete those that do not apply to your operations. Developing a Fleet Safety Program unique to your organizations operations should be much more effective in helping you to control frequent/severe motor vehicle losses.

1. All employees who drive a company car or delivery vehicle must abide by the following safety rules:
 - a. Employees are required to inspect their assigned vehicle (before taking it on the road) to ensure that it is in safe working condition. This includes properly working brakes, horns, and back-up alarms. The attached inspection form should be used.
 - b. Any defects in the company vehicle should be reported promptly.
 - c. Employees are required to obey all state, local, and company traffic regulations.
 - d. Engines are to be stopped and ignition keys removed when parking, refueling, or leaving the company vehicles.
 - e. Employees are not permitted to use personal cars or motorcycles for company business, unless specifically authorized by the supervisor. If personal vehicles are driven on company business, proof of personal auto coverage (i.e. copy of personal auto Declarations Page or copy of the Insurance Card from the vehicle) will be requested on an annual unannounced basis from all employees that operate their own vehicles on company business. Those unable to supply proof of insurance within 24 hours of the time requested, will not be permitted to drive their own vehicle on company business in the future.
 - f. Passengers not employed by the company are not permitted, unless authorized by the supervisor.
 - g. Employees should drive safely. Defensive driving must be practiced by all employees.
 - h. Seat belts and shoulder harnesses are to be worn at all times.
 - i. Vehicles must be locked when unattended to avoid criminal misconduct.
 - j. Vehicles must be parked in legal spaces and must not obstruct traffic.
 - k. Employees should park their vehicles in well-lighted areas at or near entrances to avoid criminal misconduct.
 - l. Employees should keep their headlights on at all times when driving a vehicle.
 - m. A vehicle, when loaded with any material extending 4 feet or more beyond its rear, shall have a red flag or cloth 12 inches square attached by day or a red light visible for 300 feet by night on the extreme end of the load.
 - n. Articles, tools, equipment, etc. placed in cars or truck cabs are to be hung or stored in such a manner as not to impair vision or in any way interfere with proper operation of the vehicle.
 - o. When you can not see behind your vehicle (truck), the driver should walk behind the truck prior to backing.
 - p. Personal use of company vehicles is not permitted without written approval from the Management of this organization. Family members of employees that are provided with a company vehicle are prohibited from driving a company vehicles at any time unless prior written approval has been obtained from the Manager of your department. (Exception: in case of an emergency where the employee is not able to operate the company vehicle, no prior written approval is required). Violation of this policy may result in disciplinary action which may include termination of employment.
 - q. Operating a company vehicle while under the influence of alcohol and other drugs is prohibited. Violators are subject to termination of employment.
 - r. Every accident should be reported to **insert title of individual within the company that monitors motor vehicle accidents such as the Manager, Human Resources Manager, Supervisor, Fleet Manager or Safety Director**. The **INDIVIDUAL LISTED IN PRIOR SENTENCE** should investigate all accidents and review them with the Supervisor and employees.
 - s. All subcontractor personal vehicles must be parked in areas designated as contractor parking.
 - t. When operating vehicles within company parking areas or at job sites, speeds must not exceed 5 M.P.H.

2. Accident Reporting

a. Driver Conduct at the Scene of the Accident

- (1) Take immediate action to prevent further damage or injury.
 - (a) Pull onto the shoulder or side of the road.
 - (b) Activate hazard lights (flashers) and place warning signs promptly.
 - (c) Assist any injured person, but don't move them unless they are in danger of further injury.
- (2) Call the Police
 - (a) If someone is injured, request medical assistance.
 - (b) If you are near a phone, write a note giving the location and seriousness of the accident and give it to a "reliable" motorist and ask him/her to contact the police.
- (3) The vehicle should not be left unattended, except in an extreme emergency.
- (4) Exchange identifying information with the other driver. **Make no comments about assuming responsibility.**
- (5) Secure names, addresses, and phone numbers of all witnesses, or the first person on the scene if no one witnessed the accident.
- (6) Call the company immediately and report the accident to the Manager or Supervisor.

b. Complete the Vehicle Accident Report Form

- (1) Complete the Vehicle Accident Report Form. A copy can be obtained from the **insert title of person responsible for fleet safety within your organization here such as Manager, Supervisor, Fleet Manager or Safety Director, Human Resources Manager, etc.** and provide it to the **insert title of person listed that should receive completed Accident Report Form here.** Write legibly. Answer all questions completely or mark "not known." Use additional sheets of paper as needed to provide pertinent information.

3. Inspection Records and Preventative Maintenance

All drivers must regularly inspect, repair, and maintain their company vehicle. All vehicle parts and accessories must be in a safe and proper working order at all times. The following apply:

- a. All truck drivers must complete the vehicle inspection report at the end of each day. Drivers of company cars should complete the vehicle inspection report semi-annually. Notify the **insert title of individual that monitors fleet maintenance program here** of any unsafe conditions or defective parts immediately.
- b. Before the vehicle is driven again, any safety defects must be repaired.
- c. A copy of the last vehicle inspection report must be kept in the vehicle for at least 3 months.
- d. Quarterly preventative maintenance must be conducted on each vehicle.
- e. Maintenance and inspection records must be kept at the company for 1 year or for 6 months after the vehicle leaves the company's ownership.
- f. All vehicles are subject to a search at any time.

VEHICLE INSPECTION REPORT

(Use your safety belt)

Date: _____

Company _____ Location (City, State) _____ Vehicle Number _____

Driver Name _____ Driver Signature _____

Instructions: Drivers will perform necessary inspections. A (√) indicates satisfactory condition. An (X) indicates unsafe or improper conditions. An (O) indicates condition does not apply. Corrected deficiencies should be circled by management certifier.

INSIDE

- Parking brake (apply)
- Release trailer emergency brakes
- Apply service brake (air loss should not exceed 3 psi/min on single vehicles, 4 psi/min on combinations)

START ENGINE

- Oil Pressure (light or gauge)
- Air Pressure or Vacuum (gauge)
- Low air or vacuum warning device (air pressure below 40 psi check on pressure build-up. Air pressure above 60 psi deplete air until warning device works. Vacuum below 8 inches Hg, check on build-up. Above 8 inches Hg. Deplete vacuum until device works.
- Instrument panel (telltale lights, buzzer, gauges)
- Horn
- Windshield Wiper and Washer
- Heater-defroster
- Mirrors
- Steering wheel (excess play)
- Apply trailer brakes in EMERGENCY
- Turn on all lights including 4-way flasher
- Starts properly

EMERGENCY EQUIPMENT

- Fire extinguishers
- Flags, standards, warning lights
- Spare fuses
- Spare bulbs
- Chains in season
- First-aid kit

FRONT

- Headlights
- Clearance lights
- Identification lights
- Turn signals and 4-way flasher
- Tires and wheels-lugs and serviceability

SIDE

- | (Left) | (Right) | |
|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | Fuel Tank and Cap |
| <input type="checkbox"/> | <input type="checkbox"/> | Sidemarkers lights |
| <input type="checkbox"/> | <input type="checkbox"/> | Reflectors |
| <input type="checkbox"/> | <input type="checkbox"/> | Tires and wheels-lugs and serviceability |
| <input type="checkbox"/> | <input type="checkbox"/> | Cargo tie-downs or doors |

REAR

- Tail lights
- Stop light
- Turn signals and 4-way flasher
- Clearance lights
- Identification lights
- Reflectors
- Tires and wheels, lugs and serviceability
- Rear end protection (bumper)
- Cargo tie-downs/doors

MECHANICAL OPERATION

- Engine knocks, misses, overheats, etc.
- Clutch skips, grabs, other
- Transmission noisy, hard shifting, jumps out of gear, other:
- Axles – noisy, other:
- Steering loose, shimmy, hard, other:
- Air, oil, water, leaks
- Springs broken, other:
- Brakes noisy, pulls soft, other:
- Speedometer, tachometer
- Tachograph, speed control devices

ON COMBINATIONS

- Hoses, connections
- Couplings (fifth wheel, tow bar, safety chains, locking devices)

OTHER

-
-
- Equipment inspection enroute (yes no)
 - Cargo securing devices (yes no)

Start time: _____ Mileage: _____ End time: _____ Mileage: _____

Remarks/Other Defects:

Defects corrected (initial)

- Yes No

Defect correction unnecessary (initial)

Certified by: _____ Date _____

PREVENTATIVE MAINTENANCE REPORT

Date/Time _____ Company _____ Location _____

Inspected by: _____ Employee I.D. Number _____

Vehicle License _____ Vehicle Number _____

	Satisfactory	Needs Attention
Brakes:		
Brake adjustment: <input type="checkbox"/> Left <input type="checkbox"/> Right		
Brake hoses		
Brake drums		
Brake shoes		
Parking brake		
Brake pedal travel		
Steering		
Steering suspension		
Change in steering action		
Steering components		
Tires		
Wear/Defect		
Overloading		
Groove depth 2/32" minimum		
Wheels		
Cracks		
Loose Nuts		
Rims		
Windows		
Windows and Windshields		
Wipers and Washers		
Lights		
Headlights		
Taillights		
Turn signals		
Reflectors		
Mirrors		
Horn		
Instruments/Gauges		
Seat belts		
Battery		
Radiator and Hoses		
Exhaust system		
Suspension		
Fuel system		
Oil/Water leaks		
Oil level		
Water level		
Transmission		
Engine performance		
General condition of body and interior		

Comments:

SUPERVISOR'S MOTOR VEHICLE ACCIDENT INVESTIGATION REPORT

DRIVER	VEHICLE	DATE OF ACCIDENT										
LOCATION OF ACCIDENT		TIME OF ACCIDENT										
DESCRIPTION OF ACCIDENT: (What happened?)												
SEAT BELT WORN?												
CAUSES OF ACCIDENT: (Why did it happen?)												
RECOMMENDATIONS FOR PREVENTION OF A RECURRENCE: (What should be done?)												
FOLLOW UP: (What actions were taken? Were they effective?)												
<ul style="list-style-type: none"> - INDICATE WITH DIAGRAM WHAT HAPPENED - SHOW POSITION OF VEHICLES - INDICATE DIRECTION (NORTH, SOUTH, EAST, WEST) WITH ARROWS 	<p style="text-align: center;">CLASSIFICATION OF ACCIDENT REVIEW</p> <p style="text-align: center;"><input type="checkbox"/> PREVENTABLE <input type="checkbox"/> NON-PREVENTABLE</p> <hr/> <p style="text-align: center;">ACCIDENTS USUALLY PREVENTABLE</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Intersection</td> <td style="width: 50%;">Cut In or Out</td> </tr> <tr> <td>Backing</td> <td>Pulled from Curb</td> </tr> <tr> <td>Hit Other in Rear</td> <td>Hit Stationary Object</td> </tr> <tr> <td>Skidded</td> <td>Hit Pedestrian</td> </tr> </table> <hr/> <p style="text-align: center;">ACCIDENTS USUALLY NON-PREVENTABLE</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Hit in Rear</td> <td style="width: 50%;">Hit When Properly Parked</td> </tr> </table>		Intersection	Cut In or Out	Backing	Pulled from Curb	Hit Other in Rear	Hit Stationary Object	Skidded	Hit Pedestrian	Hit in Rear	Hit When Properly Parked
Intersection	Cut In or Out											
Backing	Pulled from Curb											
Hit Other in Rear	Hit Stationary Object											
Skidded	Hit Pedestrian											
Hit in Rear	Hit When Properly Parked											

Investigating Supervisor's Signature

Date Of Report

Reviewed By Manager

Manager's Signature

Date

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Section VIII – Inspections

Periodic inspections will be conducted to identify hazardous conditions and unsafe behavior. The Manager or Supervisor within each department will conduct inspections and may request employees to participate. The inspector should look for unsafe practices and conditions that can cause an accident and take corrective action immediately. Other individuals, not employed by our company, such as OSHA representatives, insurance companies, local fire department representative, etc. may decide to make an inspection of our facility. All employees of our company are asked to treat these onsite visitors with the same courtesy, cooperation, and respect as you would any visitor to our company.

Every month, a facility inspection should be completed and provided to the ***(insert Manager/Supervisor or appropriate title of person within your company)***. The ***(title of person mentioned in previous sentence should be inserted here)*** will review the report, take any corrective action needed, and maintain a file of inspections.

Periodically top management, supervisors and/or designated employees will complete inspections on a safety-sensitive or non-routine job to ensure compliance with safety procedures. If unsafe acts or unsafe conditions are detected within an area of the organization, additional training may be provided, as needed.

Examples of the Self-Inspection Checklist can be found in Appendix C.

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SECTION IX – OSHA (Occupational Safety and Health Administration)

A. OSHA Records Requirements

Copies of required accident investigations and certification of employee safety training shall be maintained by the Manager. A written report will be maintained on each accident, injury, or on-the-job illness requiring medical treatment. A record of each such injury or illness is recorded on OSHA Log and Summary of Occupational Injuries Form 300 according to instructions provided in the web site shown below. Supplemental records of each injury are maintained on OSHA Form 301. Every year, a summary of all reported injuries or illnesses is posted no later than February 1, for two months, until April 1, on OSHA Form 300. These records are maintained for five years from the date of preparation.

A copy of the OSHA 300 Log, the OSHA 300A Summary Form, and the OSHA 301 Injury and Illness Report Forms, and instructions on how to complete these forms, can be obtained by double clicking on:

<http://www.osha.gov/recordkeeping/new-osha300form1-1-04.pdf>

B. OSHA Inspection: What you can expect during an OSHA inspection

1. Arrival of the Compliance Officer (OSHA Inspector)

- a. Request to see credentials.
- b. Record his name, identification number, the name of his/her supervisor, and office location.
- c. Notify the Manager or your immediate Supervisor. If neither individual is available, ask the OSHA Compliance Officer to wait until the Manager or Supervisor arrive. If he/she cannot wait, the lead person at the property should accompany the Compliance Officer on his/her inspection.
- d. Do not volunteer any information, only answer questions.

2. Opening Conference

- a. The scope of the inspection will be discussed.
- b. The Officer will explain the reason for the inspection (i.e. employee complaint, scheduled inspection, etc.)
- c. If the reason for the inspection is an employee complaint, request a copy of the complaint.
- d. Take comprehensive notes and request to record the meeting and walk-around.

3. The Walk-Around (inspection)

- a. The Company representative should accompany the Compliance Officer throughout the inspection.
- b. The Officer may ask to interview employees. Employees should cooperate. The Company representative should attempt to participate in the interview.
- c. The Company representative should be prepared to show the Officer: 1) the Safety Manual, 2) Hazard Communication Program, 3) OSHA poster, 4) OSHA 300 Log
- d. If at all possible, correct any violations immediately as the Compliance Officer points them out.
- e. Take photographs of the same items or areas that are photographed by the Compliance Officer.
- f. Take notes. Write down every possible violation, standards cited, corrective action needed, and a deadline date.

4. Closing Conference

- a. The Compliance Officer will review any violations discovered during the inspection. Compare these to the notes you took during the inspection. Point out any discrepancies and areas already corrected.
- b. Be polite. Do not argue or get defensive with the Compliance Officer.
- c. If you are not clear on something, ask questions.
- d. This is a good opportunity to produce records of compliance efforts and other safety practices.

5. Citations and Penalties

- a.** Our goal is to provide a safe and healthy work environment. If the company is cited for OSHA violations, corrective action will be completed before the deadline provided by OSHA and as quickly as possible. It will be Management's decision to appeal any citations.

OSHA

OSHA

OSHA

OSHA

OSHA

OSHA

OSHA

OSHA

OSHA

Section X – Acknowledgment Form

The rules, programs, and procedures stated within the Company's Safety Program are not intended to cover all the possible situations you will be faced with on the job. The Company encourages you to act in a safe and responsible manner at all times, both on and off the job.

I have read the Company's Safety Program, understand it, and agree to abide by it. I understand that violation of these rules may lead to dismissal.

Print Name: _____

Signature: _____

Date _____

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APPENDIX A – Sample Safety Policy Statements

“The Occupational Safety and Health Act of 1970 clearly states our common goal of safe and healthful working conditions. The safety and health of our employees continues to be the first consideration in the operation of this business.”

“Safety and health in our business must be a part of every operation. Without question it is every employee's responsibility at all levels.”

“It is the intent of this company to comply with all laws. To do this we must constantly be aware of conditions in all work areas that can produce injuries. No employee is required to work at a job he or she knows is not safe or healthful. Your cooperation in detecting hazards and, in turn, controlling them is a condition of your employment. Inform your supervisor immediately of any situation beyond your ability or authority to correct.”

“The personal safety and health of each employee of this company is of primary importance. The prevention of occupationally-induced injuries and illnesses is of such consequence that it will be given precedence over operating productivity whenever necessary. To the greatest degree possible, management will provide all mechanical and physical facilities required for personal safety and health in keeping with the highest standards.”

“We will maintain a safety and health program conforming to the best practices of organizations of this type. To be successful, such a program must embody the proper attitudes toward injury and illness prevention on the part of management and employees. It also requires cooperation in all safety and health matters, not only between supervisor and employee, but also between each employee and his or her co-workers. Only through such a cooperative effort can a safety program in the best interest of all be established and preserved.”

“Our objective is a safety and health program that will reduce the number of injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing, the best experience of operations similar to ours. Our goal is zero accidents and injuries.”

“Our safety and health program will include:

- Providing mechanical and physical safeguards to the maximum extent possible.
- Conducting a program of safety and health inspections to find and eliminate unsafe working conditions or practices, to control health hazards, and to comply fully with the safety and health standards for every job.
- Training all employees in good safety and health practices.
- Providing necessary personal protective equipment and instructions for its use and care.
- Developing and enforcing safety and health rules and requiring that employees cooperate with these rules as a condition of employment.
- Investigating, promptly and thoroughly, every accident to find out what caused it and to correct the problem so that it won't happen again.
- Setting up a system of recognition and awards for outstanding safety service or performance.”

“We recognize that the responsibilities for safety and health are shared:

- The employer accepts the responsibility for leadership of the safety and health program, for its effectiveness and improvement, and for providing the safeguards required to ensure safe conditions.
- Supervisors are responsible for developing the proper attitudes toward safety and health in themselves and in those they supervise, and for ensuring that all operations are performed with the utmost regard for the safety and health of all personnel involved, including themselves.
- Employees are responsible for “wholehearted, genuine cooperation with all aspects of the safety and health program, including compliance with all rules and regulations and for continuously practicing safety while performing their duties”.

“It is the policy of this company that every employee is entitled to a safe and healthful place in which to work. To this end, every reasonable effort will be made in the interest of accident prevention, fire protection, and health preservation.”

“The safety of our employees is a major consideration in the operation of our organization. Management and supervisory personnel will be accountable for the safety of the employees working under their supervision and will be expected to conduct operations in a safe manner at all times. Management will also be responsible for establishing safe working conditions and promoting the health and safety of employees.”

“It is the desire of (*company name*) to comply with state and federal laws and to provide a safe working environment for its employees. The Company, however, recognizes that the responsibilities for safety and health are shared:

- The Company accepts the responsibility for leadership of the safety and health program, for its effectiveness and improvement, and for providing the safeguards required to ensure safe conditions.
- Supervisors are responsible for developing the proper attitude toward safety and health in themselves and in those they supervise. They are also responsible for ensuring that all operations are performed with the utmost regard for safety and health of all personnel involved, including themselves. When safety practices are necessary, the supervisor shall communicate them to the employee on his/her first day of employment. If safety procedures are not being followed, disciplinary action will be taken. This action might include, but is not limited to, reprimand, suspension, or dismissal of the employee. Periodic review of this policy with employees will be done by the supervisor.
- Employees are responsible for wholehearted cooperation in all aspects of the safety and health program including compliance with all rules and regulations – and for continuously practicing safety while performing their job functions.”

STATEMENT OF SAFETY POLICY

It is the policy of _____ to strive for the highest safety standards for its employees. Safety does not occur by chance. It is the result of careful attention to our work by all those involved. Managers, supervisors, and employees share the responsibility of maintaining a safe workplace.

This safety program has been developed to assure compliance with all State and Federal OSHA regulations. Regard for the safety of all employees, the general public, and subcontractors in our facilities is of great importance to _____ company. Accidents can be prevented and the safety of all is the goal we want to achieve.

Providing a safe place to work, the proper protective equipment and a work environment conducive to safe work practices and policies is a primary and a major concern for the management of this company.

President

Appendix B – Sample Checklist – Planning for Emergencies

1. Has a contingency analysis been conducted to determine what emergencies might arise?
2. Have emergency plans and procedures been developed for potentially catastrophic events such as:
 - a. Fires
 - b. Explosions
 - c. Leaks and spills
 - d. Severe weather
 - e. Floods
 - f. Earthquakes
 - g. Bomb threats
 - h. Employee Violence
 - i. Theft/Robbery Attempts
 - j. Other
3. Do these plans provide for procedures for extinguishing different types of fires which might occur?
4. Do these plans have adequate evacuation and recovery procedures for each type of emergency?
5. Have responsibilities been assigned in the plan to specific personnel to direct operations and to respond to emergencies? Are these persons aware of their responsibilities? Are they qualified to lead in the necessary actions which might be required?
6. Are emergency crews qualified, designated and on site?
7. Are different communications channels assigned to support emergency operations?
8. Are there plans to evacuate personnel from each work site in the event of emergencies?
9. Are evacuation route and warning signals information posted in each work area? Are the evacuation routes and exits marked?
10. Can egress routes from work areas be followed by personnel in the dark or in smoke?
11. Are the emergency plans and procedures posted in prominent areas?
12. Have personnel received training in emergency procedures?
 - a. Workers
 - b. Supervisory personnel
 - c. Firefighters
 - d. Medical personnel
 - e. Communications personnel
13. Are there drills on simulated emergencies being conducted periodically for personnel?
14. Is there a procedure to ensure that all personnel have been alerted to the emergency and those who will not combat it have been evacuated?
15. Are the egress provisions adequate (i.e., doors, stairways, elevators) for the evacuation in the event of an emergency?
16. Do all doors open in the proper direction to facilitate egress of personnel in emergencies?
17. Are there procedures to preclude obstructions to personnel or equipment in critical evacuation or emergency equipment access routes or areas?
18. Is the emergency equipment called for in the emergency procedures available at the facility, and is it operational? Can the equipment be reached easily if an emergency occurs?
19. Are warning systems installed (sirens, loudspeakers, etc.) and are they tested periodically? Are all personnel familiar with the meanings of warning signals and required action to be taken?
20. Is there a fire detection system at each facility? Are fire extinguishers sized, located, and of the types required by standards, and are they suitable for the types of fires which might occur?
21. Is there fire-fighting equipment located near flammables or hazardous areas?
22. Are emergency telephone numbers posted for the fire department, ambulance, hospital emergency room, law enforcement, and others?

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Appendix C – Self-Inspection Checklist

The most widely accepted way to identify hazards is to conduct safety and health inspections. The only way you can be certain of the actual situation is for you to look at it from time to time.

Make a Self-Inspection of Your Business

Begin a program of self-inspection in your own workplace. Self-inspection is a must if you are to know where probable hazards exist and whether they are under control.

Later in this Section, you will find checklists designed to assist you in this fact-finding. They will give you some indication of where you should begin action to make your business safer and more healthful for all of your employees.

These checklists are by no means all inclusive. You may wish to add to them or delete portions that do not apply to your business. Consider carefully each item as you come to it and then make your decision.

Don't spend time with items that obviously have no application to your business. Make sure each item is seen by you or your designee, and leave nothing to memory or chance. Write down what you see, or don't see, and what you think you should do about it.

When you have completed the checklists, add this material to your injury information, your employee information, and your process and equipment information. You will now possess many facts that will help you determine what problems exist. Then, if you use the OSHA standards in your problem-solving process, it will be much easier for you to determine the action needed to solve these problems.

Once the hazards have been identified, you can institute control procedures.

Technical assistance in self-inspection may be available to you as a small business owner or manager through your insurance carrier, the local safety council and many local, state, and federal agencies, including the state consultation programs and OSHA Area Offices. Additional checklists are available from the National Safety Council, trade associations, insurance companies and other similar service organizations. Note the following self-inspection checklists taken from OSHA's publication entitled *OSHA Handbook for Small Businesses*.

Self-Inspection Scope

The scope of your self-inspections should include the following:

- **Processing, Receiving, Shipping and Storage** — equipment, job planning, layout, heights, floor loads, projection of materials, materials-handling and storage methods.
- **Building and Grounds Conditions** — floors, walls, ceilings, exits, stairs, walkways, ramps, platforms, driveways, aisles.
- **Housekeeping Program** — waste disposal, tools, objects, materials, leakage and spillage, cleaning methods, schedules, work areas, remote areas, storage areas.
- **Electricity** — equipment, switches, breakers, fuses, switch-boxes, junctions, special fixtures, circuits, insulation, extensions, tools, motors, grounding, NEC compliance.
- **Lighting** — type, intensity, controls, conditions, diffusion, location, glare and shadow control.
- **Heating and Ventilation** — type, effectiveness, temperature, humidity, controls, natural and artificial ventilation and exhausting.

- **Personnel** — training, experience, methods of checking machines before use, type clothing, personal protective equipment, use of guards, tool storage, work practices, method of cleaning, oiling, or adjusting machinery.
- **Kitchen Equipment** — purchasing standards, inspection, storage, repair, types, maintenance, grounding, use and handling.
- **Chemicals** — storage, handling, transportation, spills, disposals, amounts used, toxicity or other harmful effects, warning signs, supervision, training, protective clothing and equipment.
- **Fire Prevention** — extinguishers, alarms, sprinklers, smoking rules, exits, personnel assigned, separation of flammable materials and dangerous operations, waste disposal.
- **Maintenance** — regularity, effectiveness, training of personnel, materials and equipment used, records maintained, method of locking out machinery, general methods.
- **Personal Protective Equipment** — type, size, maintenance, repair, storage, assignment of responsibility, purchasing methods, standards observed, training in care and use, rules of use, method of assignment.

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SELF-INSPECTION CHECKLISTS

These check lists are by no means all-inclusive. You should add to them or delete portions or items that do not apply to your operations: however, carefully consider each item as you come to it and then make your decision. You also will need to refer to OSHA standards for complete and specific standards that may apply to your work situation.

EMPLOYER POSTING

- Is the required OSHA workplace poster displayed in a prominent location where all employees are likely to see it?
- Are emergency telephone numbers posted where they can be readily found in case of emergency?
- Where employees may be exposed to any toxic substances or harmful physical agents, has appropriate information concerning employee access to medical and exposure records and "Material Safety Data Sheets" been posted or otherwise made readily available to affected employees?
- Are signs concerning "Exiting from buildings," room capacities, floor loading, biohazards, exposures to x-ray, microwave, or other harmful radiation or substances posted where appropriate?
- Is the Summary of Occupational Illnesses and Injuries posted in the month of February?

RECORDKEEPING

- Are all occupational injury or illnesses, except minor injuries requiring only first aid, being recorded as required on the OSHA 300 log?
- Are employee medical records and records of employee exposure to hazardous substances or harmful physical agents up-to-date and in compliance with current OSHA standards?
- Are employee training records kept and accessible for review by employees, when required by OSHA standards?
- Have arrangements been made to maintain required records for the legal period of time for each specific type record? (Some records must be maintained for at least 40 years.)
- Are operating permits and records up-to-date for such items as elevators, air pressure tanks, liquefied petroleum gas tanks, etc.?

SAFETY AND HEALTH PROGRAM

- Do you have an active safety and health program in operation that deals with general safety and health program elements as well as the management of hazards specific to your worksite?
- Is one person clearly responsible for the overall activities of the safety and health program?
- Do you have a safety committee or group made up of management and labor representatives that meets regularly and report in writing on its activities?
- Do you have a working procedure for handling in-house employee complaints regarding safety and health?
- Are you keeping your employees advised of the successful effort and accomplishments you and/or your safety committee have made in assuring they will have a workplace that is safe and healthful?

MEDICAL SERVICES AND FIRST-AID

- Is there a hospital, clinic, or infirmary for medical care in proximity of your workplace?
- If medical and first-aid facilities are not in proximity of your workplace, is at least one employee on each shift currently qualified to render first aid?
- Have all employees who are expected to respond to medical emergencies as part of their work*
 - (1) received first-aid training; (2) had hepatitis B vaccination made available to them; (3) had appropriate training on procedures to protect them from bloodborne pathogens, including universal precautions; and (4) have available and understand how to use appropriate personal protective equipment to protect against exposure to bloodborne diseases?
- Where employees have had an exposure incident involving bloodborne pathogens, did you provide an immediate post-exposure medical evaluation and follow-up?
- Are medical personnel readily available for advice and consultation on matters of employees' health?
- Are emergency phone numbers posted?
- Are first-aid kits easily accessible to each work area, with necessary supplies available, periodically inspected and replenished as needed?
- Have first-aid kit supplies been approved by a physician, indicating that they are adequate for a particular area or operation?
- Are means provided for quick drenching or flushing of the eyes and body in areas where corrosive liquids or materials are handled?

*Pursuant to an OSHA memorandum July 1, 1992, employees who render first aid only as a collateral duty do not have to be offered preexposure hepatitis B vaccine only if the employer puts the following requirements into his/her exposure control plan and implements them: (1) the employer must record all first-aid incidents involving the presence of blood or other potentially infectious materials before the end of the work shift during which the first-aid incident occurred; (2) the employer must comply with post-exposure evaluation, prophylaxis, and follow-up requirements of the standard with respect to "exposure incidents," as defined by the standard; (3) the employer must train designated first-aid providers about the reporting procedure; (4) the employer must offer to initiate the hepatitis B vaccination series within 24 hours to all unvaccinated first-aid providers who have rendered assistance in any situation involving the presence of blood or other potentially infectious materials.

GROUND'S AROUND THE BUILDING

- Parking areas free of potholes, litter and major cracks
- Parking areas lit adequately and free of hidden areas
- Sidewalks clear and in good condition
- Ice and snow are removed and area is kept sanded and salted

PLAYGROUNDS

- Fenced and gated
- Playground surfaces well maintained
- Equipment clean, maintained and secured
- Regulations conspicuously posted

DINING ROOM AND ENTRY

- Fire exits visible, well-marked, unobstructed and unlocked
- Tables arranged so none block emergency exits
- Aisles are kept clear
- Exit doors are equipped with panic hardware
- Signs are used to warn customers of wet floors
- Floors, mats, and carpets are in good repair
- Workers are trained in first aid procedures
- First aid kit is available, maintained, and placed in conspicuous area
- CPR/choke charts are posted
- Emergency telephone numbers are posted
- Areas well lighted

- Chairs and tables well maintained
- Smoking regulations posted
- Emergency lighting equipment functional

KITCHEN

- Cooking equipment protected by a fixed extinguishing system
- Extinguishing system inspected and tagged semi-annually
- Fire control manual release visible
- Hoods, vents and fans maintained free of grease and serviced regularly
- Sprinkler system in working order and periodically inspected and tested
- No storage within 18 inches of sprinkler heads
- Fire alarm and smoke detector equipment in working order
- Temperature limit controls in place
- Listed grease filters and other grease removal devices of approved type
- Fire extinguishers visible, mounted properly, of proper type, tagged, inspected annually
- Workers wear slip-resistant footwear
- Flooring near sinks protected by non-slip surfaces
- Flooring free of grease, puddles and debris
- Powered cutting machines equipped with guards
- Mixing machines provided with guards
- Air compressors equipped with guards
- Machines are disconnected before removing food and before cleaning
- Plunger is used to feed foods into chopper and grinder
- Broken glass is removed safely and promptly
- Workers are trained to use equipment and chemicals safely
- Knives are properly maintained, used, and stored

FOOD STORAGE

- Walk-in refrigerators well maintain and equipped with devices for opening the door from the inside
- Food stored on pallets or shelves
- Ice storage is covered
- Cold storage floor surfaces free of ice
- Equipment is properly grounded

- Emergency interior door latch is in good repair
- Detergents, sanitizers, and drying agents are separated from other chemicals and stored away from food and dishes
- Material safety data sheets are readily available for employees' use
- Pest control certificates available

FIRE PROTECTION

- Is your local fire department well acquainted with your facilities, its location and specific hazards?
- If you have a fire alarm system, is it certified as required?
- If you have a fire alarm system, is it tested at least annually?
- If you have interior stand pipes and valves, are they inspected regularly?
- If you have outside private fire hydrants, are they flushed at least once a year and on a routine preventive maintenance schedule?
- Are fire doors and shutters in good operating condition?
- Are fire doors and shutters unobstructed and protected against obstructions, including their counterweights?
- Are fire door and shutter fusible links in place?
- Are automatic sprinkler system water control valves, air and water pressure checked weekly/periodically as required?
- Is the maintenance of automatic sprinkler systems assigned to responsible persons or to a sprinkler contractor?
- Are sprinkler heads protected by metal guards, when exposed to physical damage?
- Is proper clearance maintained below sprinkler heads?
- Are portable fire extinguishers provided in adequate number and type?
- Are fire extinguishers mounted in readily accessible locations?
- Are fire extinguishers recharged regularly and noted on the inspection tag?
- Are employees periodically instructed in the use of extinguishers and fire protection procedures?

PERSONAL PROTECTIVE EQUIPMENT AND CLOTHING

- Are protective goggles or face shields provided and worn where there is any danger of flying particles or corrosive materials?
- Are approved safety glasses required to be worn at all times in areas where there is a risk of eye injuries such as punctures, abrasions, contusions or burns?
- Are employees who need corrective lenses (glasses or contacts) in working environments having harmful exposures, required to wear *only* approved safety glasses, protective goggles, or use other medically approved precautionary procedures.
- Are protective gloves, aprons, shields, or other means provided and required where employees could be cut or where there is reasonably anticipated exposure to corrosive liquids, chemicals, blood, or other potentially infectious materials. See OSHA 29 CFR 1910.1030(b) for the definition of "other potentially infectious materials."
- Is appropriate foot protection required where there is the risk of foot injuries from hot, corrosive, poisonous substances, falling objects, crushing or penetrating actions?
- Are approved respirators provided for regular or emergency use where needed?
- Is all protective equipment maintained in a sanitary condition and ready for use?
- Do you have eye wash facilities and a quick Drench Shower within the work area where employees are exposed to injurious corrosive materials?
- Where special equipment is needed for electrical workers, is it available?
- Where food or beverages are consumed on the premises, are they consumed in areas where there is no exposure to toxic material, blood, or other potentially infectious materials.
- Is protection against the effects of occupational noise exposure provided when sound levels exceed those of the OSHA noise standard?
- Are adequate work procedures, protective clothing and equipment provided and used when cleaning up spilled toxic or otherwise hazardous materials or liquids?
- Are there appropriate procedures in place for disposing of or decontaminating personal protective equipment contaminated with, or reasonably anticipated to be contaminated with, blood or other potentially infectious materials?

GENERAL WORK ENVIRONMENT

- Are all worksites clean, sanitary, and orderly?
- Are work surfaces kept dry or appropriate means taken to assure the surfaces are slip-resistant?
- Are all spilled hazardous materials or liquids, including blood and other potentially infectious materials, cleaned up immediately and according to proper procedures?
- Is combustible scrap, debris and waste stored safely and removed from the worksite promptly?
- Is all regulated waste, as defined in the OSHA blood-borne pathogens standard (29 CFR 1910.1030), discarded according to federal, state, and local regulations?
- Is combustible dust cleaned up with a vacuum system to prevent the dust going into suspension?
- Are covered metal waste cans used for oily and paint-soaked waste?
- Are all oil and gas fired devices equipped with flame failure controls that will prevent flow of fuel if pilots or main burners are not working?
- Are all toilets and washing facilities clean and sanitary?
- Are all work areas adequately illuminated?

WALKWAYS

- Are aisles and passageways kept clear?
- Are aisles and walkways marked as appropriate?
- Are wet surfaces covered with nonslip materials?
- Are holes in the floor, sidewalk, or other walking surface repaired properly, covered or otherwise made safe?
- Are materials or equipment stored in such a way that sharp projectives will not interfere with the walkway?
- Are spilled materials cleaned up immediately?
- Are changes of direction or elevations readily identifiable?

FLOOR AND WALL OPENINGS

- Are skylight screens of such construction and mounting that they will withstand a load of at least 200 pounds?
- Is the glass in the windows, doors, glass walls, etc., which are subject to human impact, of sufficient thickness and type for the condition of use?
- Are grates or similar type covers over floor openings such as floor drains of such design that foot traffic or rolling equipment will not be affected by the grate spacing?

STAIRS AND STAIRWAYS

- Are standard stair rails or handrails on all stairways having four or more risers?
- Are all stairways at least 22 inches wide?
- Do stairs have landing platforms not less than 30 inches in the direction of travel and extend 22 inches in width at every 12 feet or less of vertical rise?
- Do stairs angle no more than 50 and no less than 30 degrees?
- Are stairs of hollow-pan type treads and landings filled to the top edge of the pan with solid material?
- Are step risers on stairs uniform from top to bottom?
- Are steps on stairs and stairways designed or provided with a surface that renders them slip resistant?
- Are stairway handrails located between 30 and 34 inches above the leading edge of stair treads?
- Do stairway handrails have at least 3 inches of clearance between the handrails and the wall or surface they are mounted on?
- Where doors or gates open directly on a stairway, is there a platform provided so the swing of the door does not reduce the width of the platform to less than 21 inches?
- Are stairway handrails capable of withstanding a load of 200 pounds, applied within 2 inches of the top edge, in any downward or outward direction?
- Where stairs or stairways exit directly into any area where vehicles may be operated, are adequate barriers and warnings provided to prevent employees stepping into the path of traffic?
- Do stairway landings have a dimension measured in the direction of travel, at least equal to the width of the stairway?
- Is the vertical distance between stairway landings limited to 12 feet or less?

ELEVATED SURFACES

- Are signs posted, when appropriate, showing the elevated surface load capacity?
- Are surfaces elevated more than 30 inches above the floor or ground provided with standard guardrails?
- Are all elevated surfaces (beneath which people or machinery could be exposed to falling objects) provided with standard 4-inch toeboards?
- Is a permanent means of access and egress provided to elevated storage and work surfaces?
- Is required headroom provided where necessary?

- Is material on elevated surfaces piled, stacked or racked in a manner to prevent it from tripping, falling, collapsing, rolling or spreading?
- Are dock boards or bridge plates used when transferring materials between docks and trucks or rail cars?

EXITING OR EGRESS

- Are the directions to exits, when not immediately apparent, marked with visible signs?
- Are doors, passageways or stairways that are neither exits nor access to exits and which could be mistaken for exits, appropriately marked "NOT AN EXIT," "TO BASEMENT," "STOREROOM," etc.?
- Are exit signs provided with the word "EXIT," in lettering at least 5 inches high and the stroke of the lettering at least ½-inch wide?
- Are all exits kept free of obstructions?
- Are there sufficient exits to permit prompt escape in case of emergency?
- Are special precautions taken to protect employees during construction and repair operations?
- Is the number of exits from each floor of a building and the number of exits from the building itself, appropriate for the building occupancy load?
- Are exit stairways which are required to be separated from other parts of a building, enclosed by at least 2-hour fire-resistive construction in buildings more than four stories in height, and not less than 1-hour fire-resistive construction elsewhere?
- Where ramps are used as part of required exiting from a building, is the ramp slope limited to 1 ft. vertical and 12 ft. horizontal?
- Where exiting will be through frameless glass doors, glass exit doors, storm doors, etc., are the doors fully tempered and meet the safety requirements for human impact?

EXIT DOORS

- Are doors which are required to serve as exits designed and constructed so that the way of exit travel is obvious and direct?
- Are windows which could be mistaken for exit doors, made inaccessible by means of barriers or railings?
- Are exit doors openable from the direction of exit travel without the use of a key or any special knowledge or effort when the building is occupied?
- Is a revolving, sliding or overhead door prohibited from serving as a required exit door?
- Where panic hardware is installed on a required exit door, will it allow the door to open by applying a force of 15 pounds or less in the direction of the exit traffic?

- Are doors on cold storage rooms provided with an inside release mechanism which will release the latch and open the door even if it's padlocked or otherwise locked on the outside?
- Where exit doors open directly onto any street, alley or other area where vehicles may be operated, are adequate barriers and warnings provided to prevent employees stepping into the path of traffic?
- Are doors that swing in both directions and are located between rooms where there is frequent traffic, provided with viewing panels in each door?

PORTABLE LADDERS

- Are all ladders maintained in good condition, joints between steps and side rails tight, all hardware and fittings securely attached and moveable parts operating freely without binding or undue play?
- Are non-slip safety feet provided on each ladder?
- Are non-slip safety feet provided on each metal or rung ladder?
- Are ladder rungs and steps free of grease and oil?
- Is it prohibited to place a ladder in front of doors opening toward the ladder except when the door is blocked open, locked or guarded?
- Is it prohibited to place ladders on boxes, barrels, or other unstable bases to obtain additional height?
- Are employees instructed to face the ladder when ascending or descending?
- Are employees prohibited from using ladders that are broken, missing steps, rungs, or cleats, broken side rails or other faulty equipment?
- Are employees instructed not to use the top step of ordinary stepladders as a step?
- When portable rung ladders are used to gain access to elevated platforms, roofs, etc., does the ladder always extend at least 3 feet above the elevated surface?
- Is it required that when portable rung or cleat type ladders are used, the base is so placed that slipping will not occur, or it is lashed or otherwise held in place?
- Are portable metal ladders legibly marked with signs reading "CAUTION" – Do Not Use Around Electrical Equipment" or equivalent wording?
- Are employees instructed to only adjust extension ladders while standing at a base (not while standing on the ladder or from a position above the ladder)?
- Are metal ladders inspected for damage?
- Are the rungs of ladders uniformly spaced at 12 inches, center to center?

HAND TOOLS AND EQUIPMENT

- Are all tools and equipment (both company and employee-owned) used by employees at their workplace in good condition?
- Are employees made aware of the hazards caused by faulty or improperly used hand tools?
- Are appropriate safety glasses, face shields, etc. used while using hand tools or equipment which might produce flying materials or be subject to breakage?
- Are tool cutting edges kept sharp so the tool will move smoothly without binding or skipping?
- Are tools stored in dry, secure location where they won't be tampered with?

PORTABLE (POWER OPERATED) TOOLS AND EQUIPMENT

- Are rotating or moving parts of equipment guarded to prevent physical contact?
- Are all cord-connected, electrically-operated tools and equipment effectively grounded or of the approved double insulated type?
- Are effective guards in place over belts, pulleys, chains, sprockets, on equipment?
- Are portable fans provided with full guards or screens having openings ½ inch or less?
- Are ground-fault circuit interrupters provided on all temporary electrical 15 and 20 ampere circuits, used during periods of construction and remodeling?

MACHINE GUARDING

- Is there a training program to instruct employees on safe methods of machine operation?
- Is there adequate supervision to ensure that employees are following safe machine operating procedures?
- Is there a regular program of safety inspection of machinery and equipment?
- Is all machinery and equipment kept clean and properly maintained?
- Can electric power to each machine be locked out for maintenance, repair, or security?
- Are the noncurrent-carrying metal parts of electrically operated machines bonded and grounded?
- Are manually operated valves and switches controlling the operation of equipment and machines clearly identified and readily accessible?
- Are all emergency stop buttons colored red?
- Are all pulleys and belts that are within 7 feet of the floor or working level properly guarded?

- Are machinery guards secure and so arranged that they do not offer a hazard in their use?
- Are provisions made to prevent machines from automatically starting when power is restored after a power failure or shutdown?
- If machinery is cleaned with compressed air, is air pressure controlled and personal protective equipment or other safeguards utilized to protect operators and other workers from eye and body injury?
- Are fan blades protected with a guard having openings no larger than ½ inch, when operating within 7 feet of the floor?

LOCKOUT TAGOUT PROCEDURES

- Is all machinery or equipment capable of movement, required to be de-energized or disengaged and tagged or locked-out during cleaning, servicing, adjusting or setting up operations, whenever required?
- Where the power disconnecting means for equipment does not also disconnect the electrical control circuit:
Are the appropriate electrical enclosures identified?
Is means provided to assure the control circuit can also be disconnected and locked-out?
- Is the locking-out of control circuits in lieu of locking-out main power disconnects prohibited?
- Are all equipment control valve handles provided with a means for locking-out?
- Does the lock-out procedure require that stored energy (mechanical, hydraulic, air, etc.) be released or blocked before equipment is locked-out for repairs?
- Are appropriate employees provided with individually keyed personal safety locks?
- Are employees required to keep personal control of their key(s) while they have safety locks in use?
- Is it required that only the employee exposed to the hazard, place or remove the safety lock?
- Is it required that employees check the safety of the lockout by attempting a start up after making sure no one is exposed?
- Are employees instructed to always push the control circuit stop button prior to re-energizing the main power switch?
- Is there a means provided to identify any or all employees who are working on locked-out equipment by their locks or accompanying tags?
- Are a sufficient number of accident preventive signs or tags and safety padlocks provided for any reasonably foreseeable repair emergency?
- In the event that equipment or lines cannot be shut down, locked-out and tagged, is a safe job procedure established and rigidly followed?

COMPRESSED GAS CYLINDERS

- Are cylinders with a water weight capacity over 30 pounds, equipped with means for connecting a valve protector device, or with a collar or recess to protect the valve?
- Are cylinders legibly marked to clearly identify the gas contained?
- Are compressed gas cylinders stored in areas which are protected from external heat sources such as flame impingement, intense radiant heat, electric arcs, or high temperature lines?
- Are cylinders located or stored in areas where they will not be damaged by passing or falling objects or subjects to tampering by unauthorized persons?
- Are cylinders stored or transported in a manner to prevent them from creating a hazard by tipping, falling or rolling?
- Are cylinders containing liquefied fuel gas, stored or transported in a position so that the safety relief device is always in direct contact with the vapor space in the cylinder?
- Are valve protectors always placed on cylinders when the cylinders are not in use or connected for use?
- Are all valves closed off before a cylinder is moved, when the cylinder is empty, and at the completion of each job?

ENVIRONMENTAL CONTROLS

- Are all work areas properly illuminated?
- Are employees instructed in proper first-aid and other emergency procedures?
- Are hazardous substances, blood, and other potentially infectious materials identified, which may cause harm by inhalation, ingestion, or skin absorption or contact?
- Are employees aware of the hazards involved with the various chemicals they may be exposed to in their work environment, such as ammonia, chlorine, epoxies, caustics, etc.?
- Is employee exposure to chemicals in the workplace kept within acceptable levels?
- Can a less harmful method or product be used?
- Is the work area's ventilation system appropriate for the work being performed?
- Are caution labels and signs used to warn of hazardous substances (e.g., asbestos) and biohazards (e.g., bloodborne pathogens)?
- Is vacuuming with appropriate equipment used whenever possible rather than blowing or sweeping dust?

- Are all local exhaust ventilation systems designed and operating properly such as air flow and volume necessary for the application, ducts not plugged or belts slipping?
- Is personal protective equipment provided, used and maintained wherever required?
- Are there written standard operating procedures for the selection and use of respirators where needed?
- Are restrooms and washrooms kept clean and sanitary?
- Is all water provided for drinking, washing, and cooking potable?
- Are all outlets for water not suitable for drinking clearly identified?
- Are employees' physical capacities assessed before being assigned to jobs requiring heavy work?
- Are employees instructed in the proper manner of lifting heavy objects?
- Where heat is a problem, have all fixed work areas been provided with spot cooling or air conditioning?
- Are employees screened before assignment to areas of high heat to determine if their health condition might make them more susceptible to having an adverse reaction?
- Are exhaust stacks and air intakes so located that contaminated air will not be recirculated within a building or other enclosed area?
- Are universal precautions observed where occupational exposure to blood or other potentially infectious materials can occur and in all instances where differentiation of types of body fluids or potentially infectious materials is difficult or impossible?

FLAMMABLE AND COMBUSTIBLE MATERIALS

- Are combustible scrap, debris and waste materials (oily rags, etc.) stored in covered metal receptacles and removed from the worksite promptly?
- Is proper storage practiced to minimize the risk of fire including spontaneous combustion?
- Are approved containers and tanks used for the storage and handling of flammable and combustible liquids?
- Is liquefied petroleum gas stored, handled, and used in accordance with safe practices and standards?
- Are no smoking signs posted on liquefied petroleum gas tanks?
- Are liquefied petroleum storage stands guarded to prevent damage from vehicles?
- Is vacuuming used whenever possible rather than blowing or sweeping combustible dust?

- Are fuel gas cylinders and oxygen cylinders separated by distance, fire resistant barriers, etc. while in storage?
- Are fire extinguishers selected and provided for the types of materials in areas where they are to be used?
 - Class A Ordinary combustible material fires.
 - Class B Flammable liquid, gas or grease fires.
 - Class C Energized-electrical equipment fires.
- Are appropriate fire extinguishers mounted within 75 feet of outside areas containing flammable liquids, and within 10 feet of any inside storage area for such materials?
- Are extinguishers free from obstructions or blockage?
- Are all extinguishers serviced, maintained and tagged at intervals not to exceed one year?
- Are all extinguishers fully charged and in their designated places?
- Where sprinkler systems are permanently installed, are the nozzle heads so directed or arranged that water will not be sprayed into operating electrical switch boards and equipment?
- Are "NO SMOKING" signs posted where appropriate in areas where flammable or combustible materials are used or stored?
- Are safety cans used for dispensing flammable or combustible liquids at a point of use?
- Are all spills of flammable or combustible liquids cleaned up promptly?
- Are "NO SMOKING" rules enforced in areas involving storage and use of hazardous materials?

HAZARDOUS CHEMICAL EXPOSURE

- Are employees trained in the safe handling practices of hazardous chemicals such as acids, caustics, etc.?
- Are employees aware of the potential hazards involving various chemicals stored or used in the workplace such as acids, bases, caustics, epoxies, phenols, etc.?
- Is employee exposure to chemicals kept within acceptable levels?
- Are eye wash fountains and safety showers provided in areas where corrosive chemicals are handled?
- Are all employees required to use personal protective clothing and equipment when handling chemicals (gloves, eye protection, respirators, etc.)?
- Are flammable or toxic chemicals kept in closed containers when not in use?
- Have standard operating procedures been established and are they being followed when cleaning up chemical spills?

- Where needed for emergency use, are respirators stored in a convenient, clean, and sanitary location?
- Are respirators intended for emergency use adequate for the various uses for which they may be needed?
- Are employees prohibited from eating in areas where hazardous chemicals are present?
- Is personal protective equipment provided, used and maintained whenever necessary?
- Do employees complain about dizziness, headaches, nausea, irritation, or other factors of discomfort when they use solvents or other chemicals?
- Is there a dermatitis problem? Do employees complain about dryness, irritation, or sensitization of the skin?
- If internal combustion engines are used, is carbon monoxide kept within acceptable levels?
- Is vacuuming used, rather than blowing or sweeping dusts whenever possible for clean-up?

HAZARDOUS SUBSTANCES COMMUNICATION

- Is there a list of hazardous substances used in your workplace?
- Is there a current written exposure control plan for occupational exposure to airborne pathogens and other potentially infectious materials, where applicable?
- Is there a written hazard communication program dealing with Material Safety Data Sheets (MSDS), labeling, and employee training?
- Is each container for a hazardous substance (i.e., vats, bottles, storage tanks, etc.) labeled with product identity and a hazard warning (communication of the specific health hazards and physical hazards)?
- Is there a Material Safety Data Sheet readily available for each hazardous substance used?
- Is there an employee training program for hazardous substances?
 - Does this program include:
 - (1) An explanation of what an MSDS is and how to use and obtain one.
 - (2) MSDS contents for each hazardous substance or class of substances.
 - (3) Explanation of "Right to Know."
 - (4) Identification of where an employee can see the employer's written hazard communication program and where hazardous substances are present in their work areas.
 - (5) The physical and health hazards of substances in the work area, and specific protective measures to be used.

- (6) Details of the hazard communication program, including how to use the labeling system and MSDS's.
- Does the employee training program on the bloodborne pathogens standard contain the following elements:
 - (1) an accessible copy of the standard and an explanation of its contents; (2) a general explanation of the epidemiology and symptoms of bloodborne diseases; (3) an explanation of the modes of transmission of bloodborne pathogens; (4) an explanation of the employer's exposure control plan and the means by which employees can obtain a copy of the written plan; (5) an explanation of the appropriate methods for recognizing tasks and the other activities that may involve exposure to blood and other potentially infectious materials; (6) an explanation of the use and limitations of methods that will prevent or reduce exposure including appropriate engineering controls, work practices, and personal protective equipment; (7) information on the types, proper use, location, removal, handling, decontamination, and disposal of personal protective equipment; (8) an explanation of the basis for selection of personal protective equipment; (9) information on the hepatitis B vaccine; (10) information on the appropriate actions to take and persons to contact in an emergency involving blood or other potentially infectious materials; (11) an explanation of the procedure to follow if an exposure incident occurs, including the methods of reporting the incident and the medical follow-up that will be made available; and (12) information on post-exposure evaluations and follow-up; (13) an explanation of signs, labels, and color coding?
- Are employees trained in the following:
 - How to recognize tasks that might result in occupational exposure?
 - How to use work practice and engineering controls and personal protective equipment and to know their limitations?
 - How to obtain information on the types, selection, proper use, location, removal, handling, decontamination, and disposal of personal protective equipment.
 - Who to contact and what to do in an emergency?

ELECTRICAL

- Do you specify compliance with OSHA for all contract electrical work?
- Are all employees required to report as soon as practicable any obvious hazard to life or property observed in connection with electrical equipment or lines?
- Are employees instructed to make preliminary inspections and/or appropriate tests to determine what conditions exist before starting work on electrical equipment or lines?
- When electrical equipment or lines are to be serviced, maintained or adjusted, are necessary switches opened, locked out and tagged whenever possible?
- Are portable electrical tools and equipment grounded or of the double insulated type?
- Are electrical appliances such as vacuum cleaners, polishers, vending machines, etc., grounded?
- Do extension cords being used have a grounding conductor?
- Are multiple plug adapters prohibited?
- Is exposed wiring and cords with frayed or deteriorated insulation repaired or replaced promptly?
- Are flexible cords and cables free of splices or taps?
- Are clamps or other securing means provided on flexible cords or cables at plugs, receptacles, tools, equipment, etc., and is the cord jacket securely held in place?
- Are all cord, cable and raceway connections intact and secure?
- In wet or damp locations, are electrical tools and equipment appropriate for the use or location or otherwise protected?
- Is the location of electrical power lines and cables (overhead, underground, underfloor, other side of walls, etc.) determined before digging, drilling or similar work is begun?
- Is the use of metal ladders prohibited in areas where the ladder or the person using the ladder could come in contact with energized parts of equipment, fixtures or circuit conductors?
- Are all disconnecting switches and circuit breakers labeled to indicate their use or equipment served?
- Are disconnecting means always opened before fuses are replaced?
- Do all interior wiring systems include provisions for grounding metal parts of electrical raceways, equipment and enclosures?
- Are all electrical raceways and enclosures securely fastened in place?
- Are all energized parts of electrical circuits and equipment guarded against accidental contact by approved cabinets or enclosures?
- Is sufficient access and working space provided and maintained about all electrical equipment to permit ready and safe operations and maintenance?
- Are all unused openings (including conduit knockouts) in electrical enclosures and fittings closed with appropriate covers, plugs or plates?
- Are electrical enclosures such as switches, receptacles, junction boxes, etc., provided with tight-fitting covers or plates?

- Are disconnecting switches for electrical motors in excess of two horsepower, capable of opening the circuit when the motor is in a stalled condition, without exploding? (Switches must be horsepower rated equal to or in excess of the motor hp rating.)?
- Is low voltage protection provided in the control device of motors driving machines or equipment which could cause probable injury from inadvertent starting?
- Is each motor disconnecting switch or circuit breaker located within sight of the motor control device?
- Is each motor located within sight of its controller or the controller disconnecting means capable of being locked in the open position or is a separate disconnecting means installed in the circuit within sight of the motor?
- Is the controller for each motor in excess of two horsepower, rated in horsepower equal to or in excess of the rating of the motor it serves?
- Are employees who regularly work on or around energized electrical equipment or lines instructed in the cardio-pulmonary resuscitation (CPR) methods?

FUELING

- Is it prohibited to fuel an internal combustion engine with a flammable liquid while the engine is running?
- Are fueling operations done in such a manner that likelihood of spillage will be minimal?
- When spillage occurs during fueling operations, is the spilled fuel washed away completely, evaporated, or other measures taken to control vapors before restarting the engine?
- Are fuel tank caps replaced and secured before starting the engine?
- In fueling operations, is there always metal contact between the container and the fuel tank?
- Are fueling hoses of a type designed to handle the specific type of fuel?
- Is it prohibited to handle or transfer gasoline in open containers?
- Are open lights, open flames, or sparking, or arcing equipment prohibited near fueling or transfer of fuel operations?
- Is smoking prohibited in the vicinity of fueling operations?
- Are fueling operations prohibited in building or other enclosed areas that are not specifically ventilated for this purpose?
- Where fueling or transfer of fuel is done through a gravity flow system, are the nozzles of the self-closing type?

MATERIAL HANDLING

- Is there safe clearance for equipment through aisles and doorways?
- Are aisleways designated, permanently marked, and kept clear to allow unhindered passage?
- Are motorized vehicles and mechanized equipment inspected daily or prior to use?
- Are vehicles shut off and brakes set prior to loading or unloading?
- Are containers of combustibles or flammables, when stacked while being moved, always separated by dunnage sufficient to provide stability?
- Are hand trucks maintained in safe operating condition?

TRANSPORTING EMPLOYEES AND MATERIALS

- Do employees who operate vehicles on public thoroughfares have valid operator's licenses?
- When seven or more employees are regularly transported in a van, bus or truck, is the operator's license appropriate for the class of vehicle being driven?
- Is each van, bus or truck used regularly to transport employees, equipped with an adequate number of seats?
- Are vehicles used to transport employees equipped with lamps, brakes, horns, mirrors, windshields and turn signals in good repair?
- Is a full charged fire extinguisher, in good condition, with at least 4 B:C rating maintained in each employee transport vehicle?

CONTROL OF HARMFUL SUBSTANCES BY VENTILATION

- Is the volume and velocity of air in each exhaust system sufficient to gather the dusts, fumes, mists, vapors or gases to be controlled, and to convey them to a suitable point of disposal?
- Are exhaust inlets, ducts and plenums designed, constructed, and supported to prevent collapse or failure of any part of the system?
- Are clean-out ports or doors provided at intervals not to exceed 12 feet in all horizontal runs of exhaust ducts?
- Is adequate makeup air provided to areas where exhaust systems are operating?

- Is the source point for makeup air located so that only clean, fresh air, which is free of contaminants, will enter the work environment?
- Where two or more ventilation systems are serving a work area, is their operation such that one will not offset the functions of the other?

SANITIZING EQUIPMENT AND CLOTHING

- Is personal protective clothing or equipment that employees are required to wear or use, of a type capable of being cleaned easily and disinfected?
- Are employees prohibited from interchanging personal protective clothing or equipment, unless it has been properly cleaned?
- Are machines and equipment, which process, handle or apply materials that could be injurious to employees, cleaned and/or decontaminated before being overhauled or placed in storage?
- Are employees prohibited from smoking or eating in any area where contaminants that could be injurious if ingested are present?

Appendix D – Golf Course Safety Talks

The following pages contain Pre-written Safety Talks, which can be useful as supervisors within our organization provide training to new and existing employees. The Safety Talks are written such that supervisors, or their subordinates, can conduct a safety meeting using these Safety Talks. Improving safety education throughout all departments should help reduce employee injuries, customer injuries, property losses due to fire, etc.

KITCHEN HAZARDS

The major area where food service related businesses are involved in on-the-job injuries is, of course, the kitchen.

Perhaps the greatest offenders causing both major and minor injuries are knives, cleavers, peelers and graters. It goes without saying that caution should be taken at all times. It's also a good idea to warn co-workers when you put anything sharp in wash water. "Knife in the water" is a common warning in many kitchen areas. Those four words can help prevent serious cuts and puncture wounds.

Spills and liquids on the floor cannot always be avoided, but there is no excuse for not wiping up spills or putting down an anti-slip rug to lessen the danger of falls. When floors are being mopped, put a warning sign or barrier nearby. Slips and falls have caused many permanent injuries.

Food grinders are also hazardous. Never feed anything into them with your hands – use a pusher. Garbage disposals can present the same hazard. Don't reach into the disposal if it is stalled, without taking steps to prevent it from being turned on.

Meat and cheese slicers are particularly dangerous, and the temptation to hand feed, especially at the end of a piece of food, must be avoided.

Modern kitchen equipment is typically electrically operated. Be sure the equipment is properly grounded or double insulated especially in kitchens, where water and moisture are plentiful. An electric shock can be serious or even fatal.

Meat band saws can be guarded up to a point. Use what guarding is provided and exercise extreme care and alertness when approaching the blade.

Kitchens would be of little use without heat, and heat is provided by stove burners, ovens, steam-jacketed kettles and pressure cookers. All, of course, are capable of causing severe and painful burns and scalds. Caution must be used around these heat sources.

However, when using pressure and steam, you must be doubly cautious. You're exposed not only to heat but also escaping steam and the possibility of explosion from built-up pressure. Injuries may even involve internal damage – inhaling live steam for example. When operating pressure cookers or steam-jacketed equipment, follow the manufacturer's instructions.

When carrying hot liquids, be alert for slips and falls, and warn others of your approach. Yell "hot stuff" or "heads up." It may prevent a lot of pain.

Some doors swing one way, while others swing both ways. In either case, the door should be approached with caution.

An ever-present problem in kitchens is broken glass and the sharp edges of opened tin cans. Never attempt to pick up broken glass with your bare hands – always sweep it up and use a dustpan or clean up slivers with a wet paper towel.

Observe rules established in kitchens, especially those applying to rush period traffic patterns. It makes good sense. Play it safe – that's food for thought.

NOTE

Use this space to list specific points or problems you wish to discuss during the safety meeting.

DISCUSSION LEADER _____ DATE _____

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HANDLE MATERIALS SAFELY WITHIN A KITCHEN OR FOOD PREP AREA

More workers are injured on the job from the manual handling of materials than for any other reason. One out of every four work injuries, and one out of seven fatalities, results from the manual handling of some article or material. The trained, skilled and experienced employee can do much to further his own safety and that of others by adhering to the following simple practices:

1. **STOP, LOOK AND LISTEN** before starting a job. Identify the hazards involved and plan for their elimination or control.
2. Substitute mechanical handling or get someone to help you when materials are too heavy, bulky, or require prolonged or repeated lifting.
3. Wear gloves when handling rough, hot or sharp materials and equipment.
4. Wear shoes with slip resistant soles within the kitchen area.
5. Clean up, wipe up and pick up. Eliminate fall hazards.
6. Store materials so they do not project in aisles. Protect sharp edges.
7. Wear prescribed protective clothing and use proper containers when handling cleaning chemicals and materials.
8. When exposed to eye hazards, wear safety glasses.
9. When LIFTING, stoop and bend your knees. Keep your feet close to the load. Lift with your legs. Keep your back straight.
10. Wash thoroughly and carefully after handling dusty, dirty or skin irritating materials or cleaning compounds.

ELECTRICAL SHOCK PREVENTION AT RESTAURANTS AND GOLF COURSES

Electrical shock kills and injures thousands of employees each year. Most of these accidents happen because people don't look, don't think or just don't understand the shocking power of electricity.

Voltage, current and resistance are the basic terms used when talking about electricity. Voltage is the force that causes the current to flow. Current (amperage) refers to the amount of electricity that is flowing. Resistance denotes the restrictions that try to slow down or stop the flow.

Electrical shock can only occur when a part of the body completes a circuit between a conductor and another conductor or a grounding source.

Death or injury is not caused by the voltage; the damage is done by the amount of current that flows through the body when the contact is made. Of course, the higher the voltage the greater the amount of current. Some people have survived shocks of several thousand volts, while others have been killed by voltages as low as 12.

The dry outer skin of the human body offers extremely high resistance to electrical flow. However, this resistance is reduced to almost zero when the skin is wet, especially if the skin is wet because of perspiration.

Electricity and proper grounding work together for safety. A ground is a conducting connection between an electrical circuit or equipment and the earth, or to some conducting body that serves in place of the earth.

If your body is sweaty or damp, an oversensitive ground within it is created, which easily causes electrical shock. One way to keep the body's resistance high is to keep it dry, particularly the hands and feet, which might make the contacts and be instrumental in completing the circuit. This can be accomplished by wearing rubber gloves, boots, drying your hands after washing hands or preparing foods within the kitchen.

Effects of electrical shock depend mainly on the total amount of current flow and the path of the current through the victim's body. To prevent electrical shock, which can cause several types of injuries, make sure that your body cannot become part of the electrical flow and the path of the current.

An important phase of electrical safety is knowing how to help an electrical shock victim. First, stop the current flowing from the circuit through the victim's body, if it hasn't already been done. Often, particularly in cases of low-voltage shock, victims are unable to pull away from the source of current. If the victim is still in contact with the current, disconnect or de-energize the circuit (i.e. at the Fuse Box or Circuit Breaker Box), if possible. If this cannot be accomplished, obtain a non-conductive item, such as dry clothing, dry rope or a dry stick, and remove the victim from the source of the current.

Then call or send for help. Next, check to see if the victim's heart or breathing has stopped. Give the required first aid until professional help arrives.

We can reduce the risk of accidents in our workplace by keeping in mind these guidelines:

1. Never use water to put out an electrical fire; water can cause a fatal shock. Use a Class C-rated fire extinguisher for electrical fires; shut off the source of power as quickly as possible.
2. Inspect the area you're working in for electrical hazards.
3. Don't overload circuits.
4. Keep electrical equipment away from water and dampness.
5. Check electrical cords before, during and after each use for fraying and other signs of wear and defects.
6. Extension cords are designed for short term use only. If necessary to use an extension cord for a microwave, a kitchen appliance, etc. permanent wiring and an approved receptacle should be installed in the area by a licensed electrician.
7. Be sure to tagout/lockout power sources when working on equipment.
8. Do not plug in an appliance, portable tools, etc. into an electrical receptacle within an unfinished basement, damp location, within 6 feet of a sink or water faucet unless the electrical receptacle is a GFCI (i.e. Ground Fault Circuit Interrupter) receptacle. This type of receptacle will help to reduce potential electric shock.

NOTE

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FIRE EXTINGUISHERS WITHIN OCCUPANCIES WHERE COMMERCIAL COOKING OCCURS

Each year we observe National Fire Prevention Week as a reminder to all of us that we need to practice fire prevention and fire safety. If prevention fails and a fire starts, we need to know how to put it out. So let's take a few minutes to learn about fire extinguishers and how to use them effectively.

Do you know where the fire extinguisher is in your work area? If not, find out today! Within a dining room or reception area an extinguisher rated not less than 2A is required every 3000 square feet, however, the travel distance to reach this extinguisher must never be more than 100 feet. In multi-story buildings, at least one such extinguisher on each floor must be located adjacent to stairways. Take a moment to look around your workplace to find the location of the nearest fire extinguisher.

There are three common categories of fires:

1. Class A – ordinary combustibles, like paper, wood, and trash
2. Class B – flammable liquids, greases, or gases
3. Class C – energized electrical equipment

The three above classes of fire extinguishers are the traditional types of fire extinguishers which were built to extinguish one or more classes of fires.

A fourth type of extinguisher can be found within most commercial kitchens today. This fourth type is a Class K Wet Chemical fire extinguisher. This type is recommended for use on grease fires within commercial kitchens. This extinguisher is the type recommended for use within kitchens where a UL 300 Wet Chemical Automatic extinguishing system may be present within the hood over commercial cooking equipment in restaurants and golf course club house kitchens. The use of a Class A fire extinguisher or the use of water within a kitchen near a grease fire will tend to splatter the grease and increase the probability of spreading the fire rather than extinguishing it. The Class BC fire extinguisher (the type frequently found within commercial kitchens in the past prior to the development of the UL 300 Automatic Extinguishing system) is a dry chemical fire extinguisher and the use of a dry chemical fire extinguisher within a kitchen may counteract the effectiveness of the UL 300 wet chemical automatic extinguishing system. Within kitchens near grease producing appliances only use the Class K wet chemical portable fire extinguisher.

If a Class K Wet Chemical portable fire extinguisher is present within the building, point out the differences between this extinguisher and the other extinguishers which you may have within other sections of the building outside the kitchen. This should help the employees to remember to use only the Class K wet chemical extinguisher within the kitchen area near the commercial cooking equipment.

Never attempt to fight even a small fire until the fire department has been called and everyone has been evacuated. Do not fight the fire if you are unsure about the type of extinguisher, unsure how to use it, or if the fire is spreading or blocking your escape. If you can no longer safely fight the fire, leave the area immediately!

When using an extinguisher think of the acronym PASS — P.A.S.S. The “P” stands for **P**ull the pin, the “A” stands for **A**im the extinguisher nozzle at the base of the flames, the “S” stands for **S**queeze the trigger while holding the extinguisher upright, and the second “S” stands for **S**weep from side to side, covering the base of the fire with the extinguishing agent. Let's review this one more time. Remember to PASS: **P**ull, **A**im, **S**queeze, and **S**weep!

Even though we try to prevent fires, occasionally one may start and we must be prepared. If noticed quickly, and a fire extinguisher is available, the fire can be extinguished and property damage can be minimized. Make sure fire extinguishers are inspected on an annual basis by a fire extinguishing service contractor and confirm that the automatic extinguishing system within the hood over the cooking equipment is serviced by a fire extinguishing service contractor on a semi annual basis in accordance with National Fire Protection Association Standards.

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FIRE PREVENTION AT GOLF COURSES

A fire caused by poor housekeeping, carelessness or failure to follow instructions can destroy your clubhouse, your income, and even your life. But the chance of a fire can be reduced if everyone makes an effort to practice daily fire prevention measures.

Follow these fire safety tips:

1. Don't allow trash and litter to accumulate unnecessarily.
2. Keep the office, kitchen, dining areas and all storage rooms neat and clean.
3. Know where fire alarm boxes and extinguishers are located.
4. Make sure you know the different types of fire extinguishers and how to use them.
5. Check portable fire extinguishers periodically to see if they are charged and in good physical condition in well illuminated and easily accessible areas.
6. If present, store hazardous materials and cleaning chemicals within designated areas away from furnaces, electrical boxes and other potential sources of ignition.
7. Keep exit doors unlocked when the building is occupied.
8. Maintain the paths to exits and all exit doors free of obstructions.
9. Make sure there are good connections and effective grounds in the wiring.
10. Smoke only where permitted.
11. Keep equipment clean and use it properly.
12. Handle flammable liquids with caution.
13. Know the proper exits and procedures in case of an emergency.

If you store materials in a safe and orderly manner away from ignition sources, the chances of fire, spills and accidents are greatly reduced. A leaking chemical container can be a fire hazard unless the right precautions are taken. Make sure you know the hazards and proper storage procedures for the chemicals stored within each department. Consult the MSDS (i.e. Material Safety Data Sheet) on the individual chemicals to obtain information on the proper storage/handling procedures which should be followed within the building.

Every department and/or building should have an emergency plan. In case of fire or other emergencies, procedures should outline who is to call the fire department and how the building is to be evacuated.

When a fire or emergency evacuation does occur, don't panic. Keep calm and follow instructions. Know the right fire extinguisher for each type of fire.

Following rules is not just the responsibility of the Manager or Supervisor – it's everyone's responsibility.

Fire prevention is everyone's job.

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COMPRESSED GAS CYLINDERS AT GOLF COURSES

Compressed gas cylinders can be found in almost every kitchen or golf course maintenance shop. Without them, we would have difficulty serving fountain soda or performing work within the shop would be much more difficult; some operations would be impossible. Because they are very common, it's easy to forget how dangerous they can be. Let's review some safety rules for using, storing and working with cylinders.

1. **Never** place cylinders where they could come in contact with an electrical circuit.
2. **Never** place cylinders in locations of extreme heat or near the open flame of a cooking appliance.
3. **Never** use cylinders as rollers.
4. **Never** store cylinders near the edge of a dock or platform where they could be bumped off.
5. **Never** use valve protection caps to lift compressed gas cylinders.
6. **Never** allow compressed gas cylinders to drop, be struck or violently come into contact with each other.
7. **Never** move uncapped cylinders.
8. **Never** use any compressed gas for cleaning anything, especially skin or clothing.
9. **Never** attempt to mix gases in a cylinder.
10. **Whenever possible** use a cylinder hand truck or cart to move cylinders safely.
11. **Always** ensure that there is adequate ventilation in cylinder storage areas.
12. **Always** keep valves closed when cylinders are not in use.
13. **Always** treat empty cylinders as if they are full – even “empty” cylinders can contain residual product.

Cylinders containing flammable gases or oxygen require special care. Smoking is strictly prohibited where flammable gases are used or stored. Oxygen cylinders must be separated from all combustibles, including cylinders containing combustible gases, by at least 20 feet or by a 5-foot-high barrier with a 1-hour rating.

With some common sense and a little attention, it's easy to avoid cylinder accidents!

SAFETY REMINDER: If you find that a cylinder is damaged or defective, tag it and notify your supervisor immediately.

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GOLF COURSE AND FOOD SERVICE OPERATIONS

The food service industry is not without its share of hazards that could injure or disable workers. And those hazards are no less serious than those found in manufacturing, construction and other types of businesses – they are merely different.

Recent figures from the Division of Safety and Hygiene showed that more than 4,200 food service workers were injured during the year. The largest number of injuries was classified as same-level falls caused by work surfaces.

Preventing these injuries involves housekeeping methods and proper clothing. Working and walking surfaces in food service areas can become slippery, particularly in areas where the food is prepared. If you work in these areas, wear shoes with low heels and soles made of rubber or other slip-resistant material.

A good rule to remember is “Pick up the things you drop and wipe up anything you spill.” Grease is especially hazardous on floors, so wipe up the spill immediately and sprinkle some salt over the area. Salt provides extra traction until the floor can be cleaned more thoroughly.

Also, once the floors are mopped, place a “wet floor” sign in plain sight. Floors that have been soaked with warm; soapy water should be dry mopped to remove the excess water.

Falls can also occur on dimly lighted or congested stairways. If the stairs are used for storage, notify your supervisor so the situation can be remedied. When bulbs are burned out or are too dim to provide adequate light, either change the bulb yourself or check with your supervisor.

If these hazards are ignored, they can result in sprains, strains, fractures, contusions and other injuries.

Fire is an ever-constant threat to your health and your job. Grease buildup under range hoods and on stovetops could result in a costly fire. Frequent cleaning will not only help prevent fires but also insure a clean, safe work environment.

Faulty ovens and pilot lights are also fire hazards. Check them regularly and thoroughly. Although most of the new kitchen equipment has systems that automatically control fires with dry chemicals, some of you may remember using baking soda to put out range-top fires. This practice was extremely hazardous because baking powder was often confused with baking soda, with disastrous consequences – baking powder will explode when sprinkled over a flame.

Electrical wiring should also be inspected periodically for wear, as another fire prevention measure.

But if a small fire does occur, you should know what steps to take.

NOTE TO DISCUSSION LEADER:

Demonstrate the type of fire extinguisher used in your work area. List the kinds of fires it can extinguish. Also point out where the escape routes are located and explain how to report a fire. Employees should be able to give fire officials the correct street address, the type of fire, the nearest cross street or other physical or topographical reference, and any other information that may help the firefighters.

Although direct flames are responsible for only a small percentage of burn injuries, other heat sources account for a larger number of these injuries. Nearly 70 percent of the burns sustained in the food service industry in a recent year were caused by hot grease or hot water and steam.

But this kind of injury can be prevented. For example, before stirring the contents of a covered boiling pot, lift the lid so that the steam escapes toward the back of the pot. Steam-cleaning equipment should be treated with the same respect. Wear the correct personal protective equipment when steam cleaning, including gloves and rubber boots.

Handling pots and pans can also be hazardous. Be sure that the handles do not extend over the edge of the stove. Use only dry potholders; wet potholders and towels conduct heat more rapidly. Do not use aprons as potholders, especially if you're working near open flames.

Other serious injuries in the food service business are cuts and punctures. It is important that you use the right knife for the job you're doing. For instance, don't use a boning knife for slicing foods. Never use a knife as a meat cleaver – it could break apart and send flying metal toward your eyes.

Make sure your knives are sharp. A dull knife is more likely to slip because of the extra force being exerted to use it effectively.

Knives should remain in the open while you're using them. Those hidden under towels or potholders could result in a serious cut. In addition, a knife extended over the edge of a sink or stove could also cause a cut or puncture. Avoid horseplay with knives, such as using them for swords in a mock duel.

Broken glass may also be a problem in the kitchen and dishwashing areas. Never pick up broken glass with your bare hands; sweep it up and put it in a separate trash container. Glass slivers can be picked up with several thicknesses of wet paper towels.

Cutting and slicing machines should be used properly.

NOTE TO DISCUSSION LEADER:

You may want to demonstrate proper operation of this type of machine, pointing out some of the associated hazards.

Never force food through a grinder or chopper with your hands – use a plunger or other approved tool. Machines should be turned off before cleaning or performing maintenance. Also disconnect the electrical cord. Before plugging the machine into the socket, make sure the switches are off.

When cleaning the blades of these machines, wipe with a stroking motion away from the blade edges. If you're using a mixer, make sure the attachments are locked into place. Do not remove guards or shields while using these kitchen machines.

Finally, you may be wearing some hazards. For example, your clothing should be tight fitting and all buttons should be fastened. Because of the possibility of catching on machine parts, jewelry should not be worn.

These are some of the hazards to watch for. If you are aware of any others, notify your supervisor. Let's all work together to provide a safer, more healthful working environment.

NOTE

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HEDGE TRIMMER SAFETY

Select a hedge trimmer appropriate for the work (e.g., consider the size and height of shrubs and hedges being trimmed (e.g., 3 feet or 15 feet, cutter bar length, single- or double-sided blades, weight and balance of the equipment, availability of electrical power source, etc.)

Before operating the equipment, read, understand and follow the manufacturer's operating manual and safety decals on the equipment

Do not use electrical tools in the rain, or on wet grass or shrubs

When using gasoline powered trimmers, ensure air filter and muffler screens are clean prior to use, use the recommended grade of fuel and gasoline/oil mixture

Maintain the blades sharp and ensure the cutter bar bolts are torqued correctly

Wear appropriate eye protection

Keep fingers and hands away from the blades at all times

Check hedges for any foreign objects (e.g., metal posts, wires) before trimming

Keep the power cord of the electric hedge trimmer behind you to avoid snipping it or tripping. Leave enough slack for normal work motions

Use both hands to hold and guide the tool

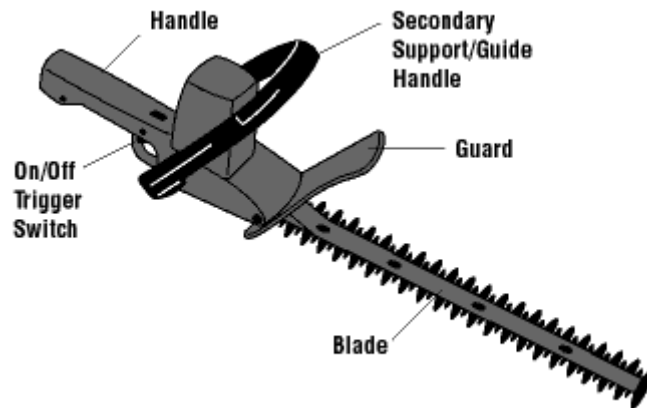
Avoid overreaching during trimming operations

Avoid standing on unstable supports (e.g., chairs or boards on saw horses) or on ladders when using hedge trimmers

Use long-reach or telescoping trimmers for tall hedges and shrubs

Do not force tools to cut something they are not designed to cut

Turn off the power and wait for the blades to stop before cleaning out twigs or grass. To prevent injuries, use a brush or other device to remove material from the knives



NOTE TO DISCUSSION LEADER:

Review injuries, if any, which have occurred as a result of operating this equipment by course maintenance personnel. What changes could have been made by the trimmer operator to avoid this injury? Discuss other potential concerns with operating this equipment in areas where visitors to the club may be walking by employees operating the equipment.

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WEED EATER SAFETY PROCEDURES

All employees should receive training on the specific machine they will be operating in addition to general safety hazards associated with the use of weed eater equipment

All employees should be reminded that rotating cutting tools can throw objects and/or incur injury to the machine operator or others in the area

Read, understand, and follow instructions in the manufacturer's operating manual

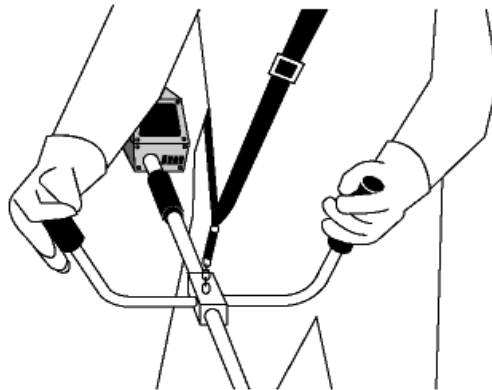
Hold the unit firmly with both hands

Ensure that the cutting part is adjusted properly and is tight

Replace bent, warped, damaged or dull cutting apparatus

Check that the throttle springs back to idle position

Select equipment with anti-vibration components



A. Personal Protective Equipment And Clothing

In an effort to reduce potential employee injuries, the following clothing/PPE (i.e. Personal Protective Equipment) should be worn, without exception, by all weed eater operators:

1. sturdy and well-fitting overalls, jeans or long pants
2. heavy-duty, non-slip gloves
3. safety boots with non-slip soles
4. safety goggles, or face screen and safety glasses
5. hearing protection (muffs or plugs)

B. Safety Procedures for Operating Weed Eaters on the Course

1. Avoid operating the equipment near parking areas and near sidewalks when visitors or vehicles may be present in the immediate area. Frequently rocks may be picked up and thrown 30 feet or more by weed eaters. This may result in injuries to fellow employees, visitors and/or damage to vehicles in the area where grass trimming is being performed
2. Attempt to operate equipment during those hours when course visitors are at their lowest point of the day and/or temporarily divert vehicles and visitors to other parking areas and walkways when weed eaters are being used
3. Check area for stones, glass, metal and debris prior to trimming
4. Refuel the engine before starting work while the engine is cool
5. If refueling is required before the job is completed, wait for the engine to cool to prevent flammable liquid spills, should they occur, from becoming ignited by hot engine parts
6. Make sure that shields, guards, and other safety devices are in place and working properly

7. Replace or tighten all loose or damaged parts or guards
8. Make sure muffler is in good condition
9. If using an electric weed eater, confirm that the extension cord connected to the weed eater is a heavy duty grounded type and the extension cord should be plugged into a GFCI (i.e. Ground Fault Circuit Interrupter) receptacle
10. Operate electric weed eaters with the cord trailing behind the operator so as to prevent potential contact of the rotating cutters with the electrical cord
11. Start the unit on firm ground or other solid surfaces in an open area
12. Maintain good balance and secure footing when operating
13. Adjust harness and hand grip to suit work positions
14. Use unit at ground level only
15. Shut off engine before cleaning out clogged or jammed cutters
16. Stop the engine and allow the cutters to stop rotating before placing the unit on the ground
17. Disconnect the spark plug when the equipment is left unattended
18. Secure the weed eaters with the fuel tank in the upright position prior to transport to prevent fuel spillage and damage to the machine
19. Keep the cutter tool covered with the carrying guard

C. Avoid The Following When Operating Weed Eaters

1. Do not leave a machine running and unattended
2. Do not wear short pants or short sleeves when operating weed eaters
3. Do not use rigid blades in stony areas
4. Do not overreach. Keep proper footing and balance at all times when operating this piece of equipment
5. Do not repair damaged attachments - discard them

NOTE

Use this space to list specific points or problems you wish to discuss during the safety meeting.

DISCUSSION LEADER _____ DATE _____

THE UNDERSIGNED CERTIFY THAT THEY HAVE ATTENDED THIS SAFETY MEETING AND UNDERSTAND THE HAZARDS AND INSTRUCTIONS IT COVERED.

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OPERATING A PUSH MOWER SAFELY

A. Pre-Op Safety Checklist Procedures:

1. Read, understand, and will follow the manufacturer's operating manual
2. Know the controls and how to stop the machine quickly
3. Inspect the mower prior to starting. Make certain that the blade is sharp and secured
4. Replace thin or worn blades
5. Make sure the blade stopping controls are effective. Adjust as necessary
6. Make sure that shields and other guards, such as the rear drag shield and the discharge deflector, are in place and working properly
7. Proper Personal Protective Equipment (i.e. wear long pants, non-slip safety toe footwear, eye protection and hearing protection)
8. Keep people away from the work area. A mower can hurl objects in any direction
9. Clear the work area of rocks, bottles and debris that might be thrown by the blades
10. For gasoline or diesel powered mowers, fill the engine when it is cool, not while it is still hot after it has been used. Use a funnel to prevent spillage on the engine when refueling
11. Confirm that all original manufactured safety guards are in place. Any that may have been temporarily removed to perform maintenance on the machine should be reinstalled prior to equipment use
12. Use the recommended grounded extension cord, if using an electric lawn mower
13. Inspect the mower cord and the extension cord for an electric lawn mower prior to each use. If the cord on the mower or the extension cord is damaged, they should be replaced prior to use.
14. The extension cord on an electric lawn mower should be plugged into an exterior GFCI (i.e. Ground Fault Circuit Interrupter) receptacle in an effort to prevent potential electric shock to employees. If a GFCI receptacle is not present within the area where the mowing is being conducted, a flexible GFCI extension cord attachment should be used for employee protection

B. Lawn Mower Safety Operation Procedures

1. Start the lawn mower outdoors
2. Always push the mower in a forward direction. Do not pull the mower backwards as a slip or fall could result in injury should your feet or legs slide under the mower and come into contact with the rotating blades
3. Watch for hidden hazards such as holes, roots, drain pipes and insect nests
4. Cut the throttle to idle and make sure the mower will not roll when stopping to pick up debris
5. Proceed slowly into tall, heavy grass to avoid choking the mower or stalling the motor
6. Set mower at the highest cutting level when operating on rough ground
7. Use caution around low hanging branches and shrubs
8. Operate a "push" mower standing up straight, not bent over
9. Mow across slopes. Your feet are less likely to slide under the mower and the mower cannot roll back. (This method is opposite from operating riding lawn mowers that are driven straight and down inclines)
10. Expose the underside of a mower for maintenance by tipping it by the handle but only, after shutting it off, ensuring the blade has stopped rotating, and disconnecting the spark plug wire (or disconnecting an electric lawn mower)
11. Stop the lawn mower immediately if the blade hits any hard object, inspect the blade, and make the necessary repairs before the machine is returned to use
12. Keep hands away from the blades. Use a stick to unclog or remove grass from the mower (after you have turned off the equipment)
13. Mow away from the power cord if using an electric powered lawn mower
14. Disconnect electric lawn mowers or turn off gas-powered mowers immediately after mowing has been completed

C. Unsafe Activities Which Should Be Avoided

1. Do not mow wet grass (walking on wet grass is a slipping hazard for you and more likely to cause the mower to clog)
2. Do not pull the mower toward you (or your feet)
3. Do not reach under machine. Disconnect the spark plug wire before sharpening, replacing and cleaning the blade or any part of the mower
4. Do not touch hot motor parts of the machine. Allow it to cool prior to touching the equipment
5. Do not spray cold water on a hot engine
6. Do not fuel the mower when engine is hot or while the engine is running
7. Do not make wheel height adjustments while the motor is running
8. Do not lift or tilt the mower while it is running
9. Do not leave blades rotating when crossing a gravel parking area
10. Do not leave a running mower unattended at ANY time
11. Do not remove the grass catcher or unclog the chute while the motor is running

NOTE TO DISCUSSION LEADER:

Although not all inclusive, the above safety procedures for push mowers should help to reduce the probability of employee injuries from operating lawn mower equipment at the golf course. Discuss with employees the specific type of mowers that they operate at the golf course. Include both riders and push mowers in this discussion. What other safety procedures not included above are followed or should be followed at your golf course when operating power mowers. Interaction by employees in this safety discussion increases the probability that they will observe safety practices when operating mower equipment.

NOTE

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RIDING LAWN MOWER SAFETY

A. Pre-Op Safety Checklist

1. Read, understand, and follow the instructions in the manufacturer's operating manual
2. Wear hearing and safety glasses.
3. Clear the work area of debris, sticks, stones, toys, etc. that might be thrown by the blades. Lawn mowers blades can throw out hit material at about 300 feet per second (about 200 miles per hour)
4. Maintain mower and attachments in good operating condition
5. Keep safety devices and guards in place
6. Inspect the mower prior to starting. Make certain that the blade is sharp and secure
7. Set mower at the highest cutting point when operating on rough terrain
8. Disengage all attachment clutches and shift mower into neutral before attempting to start the engine
9. Look behind mower when backing up. Operate in reverse for only very short distances
10. Mow slopes straight up and down rather than sideways for greater stability (unless mower is counter-balanced)
11. Reduce speed on slopes and when making sharp turns to prevent tipping and/or to prevent losing control of the machine
12. Watch for rocks, holes and other hazards
13. Mow only during daylight hours
14. Stop and inspect the blades and shaft if the mower runs into a rock or stump. Allowing the blade to come into contact with a rock or stump can cause the crank shaft to bend, cause excessive vibration of the mower and potential break up of the blade overtime
15. Check the blade-mounting bolts frequently for tightness.
16. Check grass catcher bags for wear. Replace worn bags when a visual inspection indicates damage has occurred

B. Safety Procedures for Equipment Repair/Maintenance Personnel

Disengage power to attachments and stop the motor before leaving operator's seat. The following additional precautions should be taken:

1. Set the brake
2. Place the transmission in park (if an automatic transmission) if stick shift, leave machine in gear prior to shutting off motor
3. Turn off and remove the ignition key

C. Safety Procedures for Riding Lawn Mower Operators

1. Do not use a lawn mower when the ground is wet
2. Do not operate a lawn mower barefoot or when wearing sandals
3. Do not remove grass catcher or unclog chute with the motor running
4. Do not leave mower on a slope
5. Do not carry passengers unless the machine was specifically designed by the manufacturer for such purposes
6. Do not stop or start suddenly when going uphill or downhill
7. Do not run the engine indoors (exception: if absolutely unavoidable when removing the machine from the storage area or returning in to the shop after mowing has been completed and then only for minimal amount of time needed to drive machine in or out of the storage shed/shop building)
8. Do not mount or dismount while the mower is running. There is sufficient space for your toes to pass under the mower housing and be struck by the blade
9. Do not leave a lawn mower unattended if the engine is running (even if the mower blade has been disengaged)
10. Do not touch hot motor parts.

NOTE

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Appendix E – Safety And Health Audio Visuals

Agricultural Safety

A Search for Agricultural Safety, #30-18 (12 min. video) – *Using a model farm, the contents of this video highlight farm safety.*

Driveline Safety...and You (The Agricultural Driveline Manufacturers Association, 20 min. video) – *Discusses the prevention of driveline (PTQ) accidents, and the proper shielding, use, maintenance and safety checks of drivelines.*

Electrical Safety on the Farm (Agricultural Extension Service, University of Minnesota, slide set/cassette, 23 min. film) – *Describes the seriousness of exposure to shock.*

Electrical Wiring for Livestock and Poultry Structures (National Food and Energy Council, 16 min. video) – *Describes the type of electrical wiring materials for use in livestock and poultry buildings.*

Farm and Ranch Electrical Safety (University of Idaho, 19 min. video) – *The dangers of working near power lines and with electrical equipment.*

Farm Safety Training Program Volume 1 – (Agricultural Extension Service, University of Minnesota) *Each has an instructor's guide and slide/tape presentation.*

Farm Accidents – Reducing the Odds (14 ½ min., 80 color slides)

Dangers in the Air When Handling Livestock (14 min., 63 color slides)

Noise – The Invisible Agricultural Hazard (18 ½ min., 58 color slides)

Farm Survey, The, #30-8 (NAMIC less than 20 min. video) – *What hazards to look for when surveying a farm.*

John Deere Safety Programs – *Seven video programs to improve safety operating practices.*

A Positive Safety Attitude (10 min., 30 sec.)

A Mowing Safety Lesson (11 min. film)

Split Seconds, Split Lives (23 min. film)

Accidents Last Forever (5 min. film)

Target: You! Combines Safety (10 min., 30 sec.)

Target: You! Tractor Safety (10 min. film, 30 sec.)

Loss Control in Livestock and Poultry Structures – *Discusses items to consider when building or remodeling a livestock or poultry building to reduce or eliminate fires.*

Electrical – Part I, #33-10 (15 min. video)

Construction – Part II, #33-13 (12 min. video)

Heating – Part III, #33-14 (10 min. video)

Making the Right Choices, (National Safety Council, 23 min. video) – *To help parents become more aware of their children's capabilities on the farm and provide guidance in assigning age appropriate tasks.*

Safe Harvest-Combine, #30-28 (25 min. video) – *Stresses the importance of maintenance before and during harvest.*

Safe Use of Wiring Devices, (The National Safety Council, 12 min. slides/tape set) – *Describes electrical power as a source of energy.*

Safety Orientation for Agricultural Workers – Part 1, (U of AZ, 20 min. video) – *Background information on the agricultural accident and injury problem. Workers are taken on a fast-paced tour of common agricultural situation likely to cause accidents. Tractors, machinery, hazardous materials, livestock, electricity, fire, tools, sun and heat stroke and lifting are covered.*

Safety Orientation for Agricultural Workers – Part 2, (U of AZ, 25 min. video) – *This video covers manufacturer's safety signs and symbols, using hand signals, operating tractors and machinery, handling hazardous materials, using personal protective equipment, working with livestock, operating power tools, preventing heat stress and proper lifting procedures.*

Skid-Steer Loader Safety (Equipment Manufacturers Institute, 10 min. video) – *Describes the basic safety rules and operation of a Skid-Steer Loader.*

Driving Safety

Animal Awareness Driving, #30-29 (15 min. video) – *Learn the proper driving techniques for various road, traffic, and weather conditions.*

Don't Let Up! (Anti-Lock Braking System), #30-26 (8 min. video) – *Contains footage of high school driver education students using ABS for the first time.*

Driving Drunk: Your Choice?, #30-20 (20 min. video) – *Focuses on four real-life situations where someone made the decision to drive drunk and show the long-term effects of those choices. Great video for teenagers.*

Highway Driving Tactics, #30-35 (18 min. video) – *This video gives practical, easy-to-remember and easy-to-use rules, with on-the-road demonstrations, that help make highway driving safer.*

Motor Mania, #30-17 (8 min. video) – *Humorous depiction of the personality changes that can take place behind the wheel. From Disney Educational Productions.*

Safe Driving Tactics, #30-19 (19 min. video) – *This comprehensive program advises viewers on how to react to and avoid dangerous situations involving hydroplaning, rollovers, head-on collisions, highway hypnosis and wind waves caused by passing semi-trucks.*

The National Driving Test – Volume 1, #30-12 (48 min. film) – *Hosted by Christopher Reeves; addresses 25 questions that could save your life while driving your vehicle.*

The National Driving Test – Volume 2, #30-13 (48 min. film) – *Hosted by Robert Ulrich, this video will test your knowledge of the road. The viewer is asked to answer multiple choice questions regarding traffic safety.*

Vehicle Safety: Driving on the Road, #30-25 (17 min. video) – *Covers rules of the road, preparation, parking, vehicle inspection and much more.*

Fire Safety

All About Fire, #31-4 (10 min. video) – *Murphy the cat alerts viewers to home fire hazards.*

Be Cool About Fire Safety, #31-8 (15 min. video) – *Viewers learn the basics about fire hazards and safety precautions.*

Fire Extinguisher Training: Using the P.A.S.S. Technique, #31-10 (15 min. video) – *Using the wrong extinguisher could spread a fire. This program explains basic fire safety, the different classes and which extinguisher to use.*

Fire in the Kitchen, #31-5 (16 min. video) – *Focuses on the risks and potential hazards of this very active household area.*

Fire Power, #31-1 (17 min. video) – *A powerful video documenting what happens as fire develops and spreads throughout a house.*

Fire Safety: Fire Extinguishers, #31-7 (15 min. video) – *Teaches use of right kind of fire extinguishers in the right way on the right kind of fire.*

Home Fire Detectors: It's Your Life (National Fire Protection Association, slide set and cassette tape) – *Fire detectors.*

Insuring Property with a Woodburning Appliance, #33-2 (30 min. video) – *Gives agents, loss control specialists, underwriters and even insureds the security they need to properly inspect and insure dwellings that have woodburning appliances.*

Propane Safety Update, #30-37 (10 min. video) – *Viewers can be informed of proper refilling methods of tanks and cylinders, while learning the properties of propane, escape hazards and protective measures.*

Smush the Fire Out, #31-3 (11 min. video) – *A documentary about children participating in a fire survival program, this film uses original music and the voices of other children to teach the basics of fire survival.*

Teaching Children About Fire (National Fire Protection Association, slide set) – *Training guide for teachers on how to teach children about the dangers of fire.*

Think Safe: Fire, #31-9 (14 min. video) – *Educates on fireplace safety, kitchen fire hazards such as grease fires, miscellaneous hazards such as smoking in bed and space heaters. Also shows the need for smoke detectors and family emergency plans.*

General Safety

Deadly Dust II, #30-7 (30 min. video) – *Demonstrates how primary and secondary dust explosions can occur and stresses the major causes and prevention methods.*

Deadly Dust III, #30-22 (22 min. video) – *Features 2 employees who survived major dust explosions.*

Don't Give a Thief a Free Ride, #33-6 (13 min. video) – *Step-by-step demonstration by crime prevention experts of what car owners can do to help prevent the theft of a vehicle or personal property left inside.*

I'm No Fool With a Bicycle, #30-14 (film) – *Viewers learn the fundamentals of bicycle safety the fun way as Jiminy Cricket introduces this new edition of the popular safety film.*

Lightening: The Silent Destroyer, #33-5 (23 min. video) – *Designed to help agents, adjusters, and loss control staff manage this costly problem.*

Safety and Home: Electricity, #30-32 (20 min. video) – *Learn common electrical dangers within the home and how to protect yourself and your loved ones.*

Surviving the Cold, #30-16 (20 min. film) – *Dramatic re-enactment's of real life cold weather emergencies proved the focus for winter after instruction in this life-saving film that teaches basic winter safety rules and heightens awareness of winter's dangers.*

Think Safe: Accidents, #30-34 (17 min. video) – *Heightens awareness of electrical and fire hazards, chemical storage and safety, trip hazards on stairs, carpet and cords, using fire extinguishers and first aid.*

Think Safe: Home Security, #30-31 (17 min. video) – *Shows how to prevent burglars from knowing you are away, outdoor security such as bushes, lighting and sensors and break-ins when you are home.*

Tornado Warning!, #34-2 (60 min. video) – *Dramatic tornado footage is featured in this video. Also featured is a violent hail storm and severe weather. A brief presentation of severe weather and tornado safety is also included.*

Tornado Warning! 3, #34-4 (60 min. video) – *Footage in this video includes a rare tornado "family" captured as several tornadoes spin around each other.*

Water Safety: The Basics, #30-15 (Film) – *Viewers are instructed in a variety of water safety procedures that can save their lives.*

You Make the Difference: Preventing Home Burglary, #33-8 (20 min. video) – *A step-by-step demonstration on home burglary prevention techniques. Includes an interview with a convicted burglar, who describes how he picked places to rob.*

Health

Basic First Aid, #30-24 (14 min. video) – *Features basic first aid techniques.*

CPR: The Way to Save Lives, #30-23 (72 min. video) – *Informs general public how to perform CPR.*

Fitness & Wellness, #35-1 – *Addresses common health risks & strategies of smoking, stress and blood pressure, nutrition and weight control, alcohol and drug use and exercise.*

Heat Stress, #35-2 (12 min. video) – *Teaches how to protect yourself by means of heat regulation in your body, eating, drinking, dressing to manage heat; and first aid for heat stress and smoke.*

Occupational Exposures to Pesticides (Utah State University, 100 slides and a script) – *Illustrates hazards with the use of pesticides.*

Signs and Symptoms of Pesticide Poisoning (University of Nebraska, 21 min. slide-tape set) – *Hazards of pesticides.*

Personal Safety

Back Care and Safety, #264 (13 min. video) – *Avoiding back injuries.*

Back Injury Prevention, #B111 (5 min. video) – *How to properly lift.*

Construction – Safe Work Practices, #314 (12 min. video) – *Outlines basic safety responsibilities on the job.*

Ergonomics, #B120 (5 min. video) – *The importance of ergonomics in the work place.*

Eye Care and Safety, #265 (12 min. video) – *Education video on safeguarding eyes using the correct protective gear for workplace hazards.*

Eye Protection, #B104 (6 min. video) – *Protecting your eyes in the workplace.*

Forklift Safety, #B106 (6 min. video) – *Forklift operating requirements and safety tips to prevent accidents.*

Forklift Safety, #131 (13 min. video) – *Explains OSHA operating requirements and stresses the value of safety.*

Framer Safety, #342 (12 min. video) – *Meets requirements for training employees in the “general hazards” to which they are exposed. Specifically for orientation or review of framers in their specific safety responsibilities.*

Ground Fault Circuit Interrupters & Electrical Safety, #309 (12 min. video) – *Brief overview of the principles of avoiding electric shock and the two approved methods for protecting users of power tools on a construction site.*

Hand & Power Tool Safety, #270 (12 min. video) – *General safety with cutting, striking, and power tools and tool groups.*

Hand & Power Tool Safety, #B107 (6 min. video) – *General safety in using hand and power tools.*

Hand & Wrist Injuries, #B117 (6 min. video) – *Preventing hand, finger, and wrist injuries.*

Hazard Communication, #B108 (5 min. video) – *Handling hazardous material such as chemicals.*

Hazard Communication – Right to Know (25 min. video) – *A discussion of OSHA’s Workers Right to Know Program for employees working with ordinary chemicals in the workplace and how they can read and understand a Material Safety Data Sheet for those chemicals.*

Hearing Conservation, #206 (12 min. video) – *Awareness of noise as a hazards.*

Hearing Conservation, #B131 (6 min. video) – *Preventing hearing loss through a hearing protection program.*

Housekeeping and Accidental Prevention, #272 (12 min. video) – *General safety and hazardous substance labels.*

Housekeeping on the Job Site, #332 (10 min. video) – *Stresses each individual’s obligation for job site housekeeping, team work and responsibility.*

Housekeeping Responsibilities in Manufacturing, #B118 (5 min. video) – *Maintaining an orderly, clean and safe workplace.*

How to Use Compressed Gas Cylinders, #B116 (7 min. video) – *Using gas cylinders in a safe manner.*

Human Behavior – Unsafe Acts, #B109 (6 min. video) – *Reducing unsafe acts y changing human behavior.*

Human Behavior – Reducing Unsafe Acts, #149 (10 min. video) – *Motivational video on following rules and procedures, exercising good judgment and associate potential hazards to the job.*

Job Safety Hazards, #B121 (5 min. video) – *Safety hazards in the workplace.*

Ladder Safety, #B112 (5 min. video) – *The safe use of ladders.*

Ladder Safety in Construction, #290 (9 min. video) – *Encourages employees to pick the right ladder for the job and use it safely and as intended.*

Ladder Safety in Construction, #B139 (5 min. video) – *Choosing the correct ladder.*

Ladders (9 min. slide set w/audio cassette) – *A discussion of ladder safety based upon the Occupational Safety and Health Administration rules, regulations and standards.*

Lock-Out/Tag-Out, #B115 (7 min. video) – *Lock-out/Tag-out procedures.*

Machine Guarding, #B132 (6 min. video) – *Machine guarding for safety.*

Machine Guarding Responsibility, #252 (9 min. video) – *Emphasis on individual responsibility on or around machines and equipment.*

Motor Fleet Maintenance Safety, #335 (12 min. video) – *Motivate your fleet repair personnel to see safety as part of their job as a professional! This video reviews the basic safety tips and also covers industry-specific safety items.*

Personal Protective Equipment, #207 (16 min. video) – *This video discusses the full spectrum of hazards and protective wear.*

Personal Protective Equipment, #B110 (6 min. video) – *Using appropriate protective wear.*

Powder Actuated Tools, #317 (12 min. video) – *Reminds employees of the rules for safe storage, handling and use of powder actuated tools.*

Respirators and How to Use Them, #204 (12 min. video) – *If your employees are exposed to breathing hazards, train them about the respirator protection they must use. This video explains the basics of respiratory system functioning and exposure effects.*

Respirator Protection, #B102 (7 min. video) – *The use of appropriate respirators.*

Safe Handling of Compressed Gas Cylinders, #B133 (6 min. video) – *Handling gas cylinders safely.*

Scaffold Safety, #288 (30 min. CD) – *Train workers – in English or Spanish – on how to safely build, use, and dismantle the most common types of scaffolding. This video highlights OSHA's general requirements for scaffolding and identifies the key safe work practices that address the most common scaffold hazards.*

Scaffold Safety, #289 (9 min. video) – *Increases safety awareness while covering the basic safety procedures.*

Slips, Trips and Falls, #266 (11 min. video) – *Being aware of common hazards in the workplace and understanding the physical forces behind slips and falls.*

Stanbo – Crusader For Safety (15 min. video) – *How to safely use a pneumatic nail gun. The video was developed by manufacturer, Stanley-Bostitch.*

Walking and Working Surfaces (12 min. slide set with audio cassette) – *Common dangers encountered in the workplace. It reviews the safety principles for floors, stairways, and other walking and working surfaces.*

Recreation Safety

McGruff on Gun Safety, #30-30 (15 min. video) – *Children learn the dangers of guns and what to do if they see a child with a gun.*

Tractor Safety

Agricultural Tractor Safety (Converted to video by Breaking New Ground, Purdue University, West Lafayette, IN).



If you would like to use any of the audio visuals, please contact:

Corporate Loss Control
Grinnell Mutual Reinsurance Company
4215 Highway 146
PO Box 790
Grinnell, IA 50112-0790
Phone: (800) 362-2041

Audiovisuals are available on a free loan basis.

Please be sure to indicate the desired audiovisual by title and/or number. The audiovisual should be reserved at least two weeks in advance to assure availability. Please return promptly when finished. If returning more than one video, please add an additional \$100 in UPS insurance for each video.

RESERVED FOR FUTURE USE

Resources Applicable to All States

RESOURCES FOR SAFETY AND HEALTH INFORMATION

Safety & Secure TV Channel, LLC

1616 Severn Drive
Annapolis, MD 21409
(443) 949-0456

ILLINOIS

RESOURCES FOR SAFETY AND HEALTH INFORMATION

Iowa/Illinois Safety Council

8013 Douglas Avenue
Urbandale, IA 50322-4724
(515) 276-4724
www.iisc.org

Construction Safety Council of Illinois

4100 Madison St.
Hillside, IL 60162
(708) 544-2082
www.buildsafe.org

Professor & Extension Safety Specialist

Dr. Robert Aherin
University of Illinois Chicago
Agricultural Engineering Sciences Building
360R AESB, MC-644
1304 W. Pennsylvania Avenue
Urbana, IL 61801
Ph: (217) 333-9417
Fax: (217) 244-0323
http://abe.illinois.edu/faculty/R_Aherin

Illinois Dept. of Commerce & Economic Opportunity

Industrial Services Division
100 West Randolph St. – Suite 3-400
Chicago, IL 60601
(312) 814-2337
(Provides free OSHA safety & health consultation)
www.illinoisosha.com
(Click on “Resources”)

Illinois Manufacturers’ Association Headquarters

1301 W 22nd St, Suite 610
Oak Brook, IL 60523
(630) 368-5300
(800) 482-0462
(Regulatory & Compliance Information)
www.ima-net.org

Illinois Network for Agriculture Safety & Health

Chip Petrea
University of Illinois
Agr & Bio Engineering
1304 W Pennsylvania Ave.
Urbana, IL 61801
(217) 333-5035
<http://web.extension.uiuc.edu/agsafety/inash/>

Illinois Occupational & Environmental Health & Safety Education & Research Center

The University of Illinois at Chicago
2121 W. Taylor
Chicago, IL 60612
(312) 996-7887
www.uic.edu/sph/glakes/ce

National Safety Council

1121 Spring Lake Drive
Itasca, IL 60143-3201
(630) 285-1121
(800) 621-7619
www.nsc.org

Safety & Health Policy Center

National Safety Council
1025 Connecticut Ave., NW, Suite 1200
Washington, DC 20036
(202) 293-2270
www.nsc.org

OSHA

www.osha.gov

Regional Office

230 Dearborn Street
Room 3244
Chicago, IL 60604
(312) 353-2220

State Offices

OSHA – Calumet City Area Office

1600 167th Street – Suite 12
Calumet, IL 60409
(708) 891-3800

OSHA – Chicago Area Office

701 Lee Street – Suite 950
Des Plaines, IL 60016
(847) 803-4800

OSHA – North Aurora Area Office

365 SMOKE TREE PLAZA
North Aurora, IL 60542
(630) 896-8700

OSHA – Peoria Area Office

2918 West Willow Knolls Rd.
Peoria, IL 61614-1223
(309) 671-7033

INDIANA

RESOURCES FOR SAFETY AND HEALTH INFORMATION

Agricultural Safety and Health Program

Purdue University
Department of Agricultural & Biological Engineering
225 South University Street
West Lafayette, IN 47907-2093
Phone: (765) 494-1191
Fax: (765) 496-1356
<http://pasture.ecn.purdue.edu/~agsafety/ASH/index.html>

Indiana Division of Labor

Bureau of Safety, Education, and Training (INSafe)
402 West Washington
Room W195
Indianapolis, IN 46204-2287
(317) 232-2688
(Provides free OSHA safety & health consultation)
www.in.gov/labor/insafe/index.html

Indiana Rural Safety & Health Council

Purdue University
Agricultural Engineering Department
1146 ABE Building
W. Lafayette, IN 47907-1146
(765) 494-1191
www.farmsafety.org
(Go to safetylinks.html)

Extension Safety Specialist

William E. Field, Professor
Purdue University
Department of Agricultural & Biological Engineering
225 South University Street
West Lafayette, IN 47907-2093
Phone: (765) 494-1191
Fax: (765) 496-1356
<http://pasture.ecn.purdue.edu/~agsafety/ASH/staff.html>

OSHA

www.osha.gov

Regional Office

230 South Dearborn Street
Room 3244
Chicago, IL 60604
(312) 353-2220

State Office

Indianapolis Area Office

46 East Ohio Street, Room 423
Indianapolis, Indiana 46204
(317) 226-7290

Central/Southern IN Served by National Safety Council, KY Office

3176 Richmond Rd, Suite 236
Lexington, KY 40509
(859) 294-4242
www.nsc.org

Northwestern IN Served by National Safety Council, Chicago Chapter

1121 Spring Lake Dr. Suite 100
Itasca, IL 60143-3201
(800) 621-2855
(630) 775-2213
www.chicago.nsc.org

National Safety Council

1121 Spring Lake Drive
Itasca, IL 60143-3201
(630) 285-1121
(800) 621-7619
www.nsc.org

IOWA

RESOURCES FOR SAFETY AND HEALTH INFORMATION

Iowa State University

College of Agriculture
138 Curtiss Hall
Ames, IA 50011-1051
(515)294-4111
www.abe.iastate.edu/safety

I-CASH

100 Oakdale Campus,
124 IREH
Iowa City, IA 52242-5000
Phone: 319-335-4438
www.public-health.uiowa.edu/ICASH/index.html

Iowa AgrAbility

92 LeBaron Hall
Iowa State University
Ames, IA 50014
515-294-8520
www.extension.iastate.edu/agrability/

Extension Safety Specialist

Charles Schwab, Ph.D.
Associate Professor
Iowa State University
214 D Davidson Hall
Ames, IA 50014-3080
(515) 294-4131
www.abe.iastate.edu/safety

Iowa Workforce Development

Steve Slater, Program Manager
Bureau of Consultation and Education
100 E. Grand Avenue
Des Moines, IA 50319
(515) 281-7629
(Provides free OSHA safety & health consultation)
www.iowaworkforce.org/labor/iosh/consultation

Iowa-Illinois Safety Council

8013 Douglas Avenue
Urbandale, Iowa 50322-2453
Phone: (515) 276-4724
www.iisc.org

National Safety Council

1121 Spring Lake Drive
Itasca, IL 60143-3201
(630) 285-1121
(800) 621-7619
www.nsc.org

OSHA

www.osha.gov

Regional Office

City Center Square
1100 Main Street, Suite 800
Kansas City, MO 64105
(816) 426-5861

State Office

Des Moines Area Office
210 Walnut Street, Room 815
Des Moines, IA 50309
(515) 284-4794

MINNESOTA

RESOURCES FOR SAFETY AND HEALTH INFORMATION

MNOSHA AREA OFFICES

St Paul Area Office

443 Lafayette Road North
St. Paul, MN 55155-4307
(651) 284-5050
(877) 470-6742

Duluth Area Office

5 North 3rd Ave. West, Suite 402
Duluth, MN 55802-1611
(218) 733-7830

Mankato Area Office

Nichols Office Center, Suite 520
410 Jackson Street
Mankato, MN 56001
(507) 389-6507

Minnesota Department of Labor and Industry

Occupational Safety & Health Division
443 Lafayette Road North
St. Paul, MN 55155-4307
(651) 284-5060
(800) 657-3776
<http://www.doli.state.mn.us/mnosha.html>

Minnesota Safety Council, Inc.

474 Concordia Avenue
St. Paul, MN 55103-2430
(651) 291-9150
(800) 444-9150
www.mnsafetycouncil.org

Minnesota Department of Labor and Industry

James Collins, Program Director
Consultation Division
443 Lafayette Road North
St. Paul, MN 55155
(651) 284-5060
(Provides free OSHA safety & health consultation)
www.doli.state.mn.us/wsc.html

University of Minnesota Duluth

Environmental Health & Safety Office
31-32 Durland Admin. Building
1049 University Drive
Duluth, MN 55812
(218) 726-7273 or (218) 726-7139
www.d.umn.edu

National Safety Council

1121 Spring Lake Drive
Itasca, IL 60143-3201
(630) 285-1121
(800) 621-7619
www.nsc.org

OSHA

www.osha.gov

Regional Office

230 South Dearborn Street, Room 3244
Chicago, IL 60604
(312) 353-2220

State Offices

Eau Claire Area Office

1310 W. Clairemont Avenue
Eau Claire, WI 54701
(715) 832-9019

Extension Safety Specialist

John Shutske
University of Minnesota
1390 Eckles Avenue
St. Paul, MN 55108
(612) 626-1250

MISSOURI

RESOURCES FOR SAFETY AND HEALTH INFORMATION

Extension Safety Specialist/Safety Specialist

David Baker
University of Missouri
2-28 Ag Building
Columbia, Missouri 65211
(573) 882-6385
WWW.CAFNR.MISSOURI.EDU

Missouri Department of Labor & Industrial Relations

3315 W. Truman Boulevard, Room 213
Jefferson City, Missouri 65102
(573) 751-4091
www.dolir.mo.gov

Missouri On Site Consultation Program

Robert Simmons, Program Mgr. –
Department of Labor & Standards
P.O. Box 449
Jefferson City, MO 65102
(573) 751-3403
(Provides free OSHA safety & health consultation)
<http://www.dolir.mo.gov/ls/safetyconsultation/>

OSHA

www.osha.gov

Regional Office

1100 Main St, Suite 800
Kansas City, MO 64105
(816) 426-5861

State Offices

Kansas City Area Office

6200 Connecticut Ave., Suite 100
Kansas City, Missouri 64106
(816) 483-9531
Toll Free {Missouri Residents Only}:
(800) 892-2674

St. Louis Area Office

911 Washington Ave, Room 420
St. Louis, MO 63101
(314) 425-4249
Toll Free {Missouri Residents Only}:
(800) 392-7743

National Safety Council

1121 Spring Lake Drive
Itasca, IL 60143-3201
(630) 285-1121
(800) 621-7619
www.nsc.org

Safety & Health Council of Western Missouri & Kansas

5829 Troost Ave.
Kansas City, MO 64110
(816) 842-5223
www.safetycouncilmoks.com

Safety Council of the Ozarks

1111 South Glenstone
Springfield, MO 65804
(417) 869-2121
WWW.NSCOZARKS.ORG

St. Joseph Safety Council

118 S. 5th, Lower Level
St. Joseph, MO 64501
(816) 233-3330

Safety Council of Greater St. Louis

1015 Locust Street, Suite 902
St. Louis, MO 63101
(314) 621-9200
www.stlsafety.org

NEBRASKA

RESOURCES FOR SAFETY AND HEALTH INFORMATION

University of Nebraska – Lincoln

Environmental Health & Safety
Lincoln, NE 68588
(402) 472-7211
<http://ehs.unl.edu>

OSHA 21(d) Consultation Program

Eldon Diedrichs, Program Mgr.
301 Centennial Mall South
Lincoln, NE 68509
(402) 471-4717
www.dol.state.ne.us
Staff also available in Omaha
(402) 595-3168
and
North Platte
(308) 535-8165
(Provides free OSHA safety & health consultation)

National Safety Council

1121 Spring Lake Drive
Itasca, IL 60143-3201
(630) 285-1121
(800) 621-7619
www.nsc.org

Nebraska Safety Council, Inc

4600 Valley Road – Suite 300
Lincoln, NE 68501
(402) 483-2581
www.nesafetycouncil.org

National Safety Council, Greater Omaha Chapter

11620 M Circle
Omaha, NE 68137-2231
(402) 896-0454
(800) 592-9004
www.safenebraska.org

OSHA

www.osha.gov

Regional Office

1100 Main St., Suite 800
Kansas City, MO 64105
(816) 426-5861

State Office

Omaha Area Office

Overland-Wolf Building
6910 Pacific Street, Room 100
Omaha, Nebraska 68106
(402) 221-3182
Toll Free {Nebraska Residents Only}:
(800) 642-8963

Extension Safety Specialist

William Campbell
Biological Systems Engineering
204 L.W. Chase Hall
Lincoln, NE 68583
(402) 472-6714

NORTH DAKOTA

RESOURCES FOR SAFETY AND HEALTH INFORMATION

Safety & Environmental Health

University of North Dakota
3851 Campus Road
Auxiliary Services Bldg
Grand Forks, ND 58202
(701) 777-3341

Workforce Safety & Insurance

1600 E. Century Avenue, Suite 1
Bismarck, ND 58506
(701) 328-3800
(800) 777-5033
www.WorkforceSafety.com

North Dakota Department of Health

Injury Prevention & Control
2nd Floor – Judicial Wing
600 E. Blvd. Avenue, Dept 301
Bismarck, ND 58505-02200
(701) 328-4536

North Dakota Safety Council

111 North 6th Street
Bismarck, ND 58501
(701) 223-6372
(800) 932-8890
www.ndsc.org

North Dakota Occupational Safety & Health

Albert Koch
Consultation – Bismarck State College
Corporate & Continuing Education
1815 Shater St.
Bismarck, ND 58501
(701) 224-5778
(Provides free OSHA safety & health consultation)
www.bismarckstate.edu/ndsafety/

National Safety Council

1121 Spring Lake Drive
Itasca, IL 60143-3201
(630) 285-1121
(800) 621-7619
www.nsc.org

OSHA

www.osha.gov

Regional Office

1999 Broadway, Suite 1690
PO Box 46550
Denver, CO 80201-6550
(720) 264-6550

State Office

Bismarck Area Office

Federal Office Building
1640 East Capitol Avenue
Bismarck, ND 58501
(701) 250-4521

OHIO

RESOURCES FOR SAFETY AND HEALTH INFORMATION

Ohio State University

Dr. Tom Bean, Director
Great Lakes Center for Agricultural Safety & Health
590 Woody Hayes Drive
(614) 292-9455
<http://www.ag.ohio-state.edu/~agsafety/glc>

Ohio State University Extension Center at Lima

1219 West Main Cross Street
Findlay, OH 45840
Phone: (419) 422-6106
www.limacenter.osu.edu

Ohio State University Extension Center at Piketon

1864 Shyville Road
Piketon, OH 45661-9749
Phone: (740) 289-2071
Columbus Number: (614) 292-4900
www.southcenters.osu.edu

Ohio State University Extension Center at Wooster

1680 Madison Ave.
Wooster, OH 44691-4096
Phone: (330) 263-3799
Voice Mail: (330) 202-3555
www.woostercenter.osu.edu

Public Employment Risk Reduction Program (PERRP) OSHA On-Site Consultation Program

Ohio BWC Division of Safety & Hygiene
The customer contact center is open from
7:30 a.m. to 5:30 p.m. EST.
Toll-free: 1-800-OHIOBWC (1-800-644-6292)
TTY: 1-800-BWC-4-TDD (1-800-292-4833)
Fax: 1-877-520-OHIO (6446)
Mailing address: BWC 30 W. Spring St.
Columbus, OH 43215-2256
<http://www.ohiobwc.com/employer/programs/safety/San-dHOSHAandPERRP.asp>

Extension Safety Specialist

Dr. Tom Bean
Food, Ag & Biological Engineering Department
590 Woody Hayes Dr.
Columbus, OH 43210
(614) 292-9455

National Safety Council

1121 Spring Lake Drive
Itasca, IL 60143-3201
(630) 285-1121
(800) 621-7619
www.nsc.org

National Safety Council, Central OH Chapter

919 Old Henderson Rd.
Columbus, OH 43220
(614) 324-5934
www.nsc-centralohio.org

National Safety Council, Northern OH Chapter

Ohio One Building – Room 338
25 East Boardman St.
Youngstown, OH 44503
(330) 747-8657
(800) 715-0358
www.nscnohio.org

OSHA

www.osha.gov

Regional Office

230 Dearborn Street, Room 3244
Chicago, IL 60604
(312) 353-2220

State Offices

Cincinnati Area Office

36 Triangle Park Drive
Cincinnati, Ohio 45246
(513) 841-4132

Cleveland Area Office

Federal Office Building
1240 East 9th Street, Room 899
Cleveland, Ohio 44199
(216) 522-3818

Columbus Area Office

Federal Office Building
200 North High Street, Room 620
Columbus, Ohio 43215 (614) 469-5582

Toledo Area Office

Ohio Building
420 Madison Avenue, Suite 600
Toledo, Ohio 43604
(419) 259-7542

SOUTH DAKOTA

RESOURCES FOR SAFETY AND HEALTH INFORMATION

South Dakota Safety Council

1108 NW Avenue
Sioux Falls, SD 57104
605-361-7785 or 1-800-952-5539
www.southdakotasafetycouncil.org

South Dakota Division of Labor & Management

Kneip Building
700 Governors Drive
Pierre, SD 57501-2291
(605) 773-3681

South Dakota State University

Engineering Extension
James Manning, Department Head
West Hull 118, Box 510
907 Harvey Dunn St.
Brookings, SD 57007
(605) 688-4101
(Provides free OSHA safety & health consultation)

National Safety Council

1121 Spring Lake Drive
Itasca, IL 60143-3201
(630) 285-1121
(800) 621-7619
www.nsc.org

OSHA

www.osha.gov

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1999 Broadway, Suite 1690
PO Box 46550
Denver, CO 80201-6550
(720) 264-6550

NO Area office in South Dakota

Contact Regional Office

WISCONSIN

RESOURCES FOR SAFETY AND HEALTH INFORMATION

University of Wisconsin

Center for Agricultural Safety & Health
Dept. of Biological Systems Engineering
Cheryl Sdjolaas
Sr. Outreach Specialist
460 Henry Mall
Madison, WI 53706
(608) 262-6330
www.wiscash.uwex.edu

Wisconsin Council of Safety

501 E. Washington Avenue
Madison, WI 53703-2944
(608) 258-3400
(800) 236-3400
www.wmc.org

Wisconsin OSHA Consultation Program (Health)

University of WI State Laboratory of Hygiene
Environmental Health Division
2601 Agricultural Drive
Madison, WI 53707
(608) 226-5240
(Provides free OSHA safety & health consultation)
www.slh.wisc.edu

Wisconsin Department of Commerce (Safety)

Division of Marketing, Advocacy & Tech Development
144 NW Barstow Street
Waukesha, WI 53188
(262) 512-5198 or (800) 947-0553
(Provides free OSHA safety & health consultation)
www.commerce.state.wi.us

Extension Safety Specialist

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460 Henry Mall
Madison, WI 53706
(608) 265-0568

National Safety Council

1121 Spring Lake Drive
Itasca, IL 60143-3201
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(800) 621-7619
www.nsc.org

OSHA

www.osha.gov

Regional Office

City Center Square
1100 Main Street, Suite 800
Kansas City, Missouri 64105
(816) 426-5861

State Offices

Appleton Area Office

1648 Tri Park Way
Appleton, WI 54914
(920) 734-4521

Eau Claire Area Office

1310 W. Clairemont Avenue
Eau Claire, WI 54701
(715) 832-9019

Madison Area Office

4802 E. Broadway
Madison, WI 53716
(608) 441-5388

Milwaukee Area Office

Henry S. Reuss Building, Suite 1180
310 West Wisconsin Avenue
Milwaukee, WI 53203
(414) 297-3315

For more information, contact:

GRINNELL MUTUAL
REINSURANCE **SINCE 1909**
gmrc.com

4215 Highway 146, Grinnell, IA 50112-0790

Phone: 800-362-2041