

INDEPENDENT SCHOOL DISTRICT 719
PRIOR LAKE - SAVAGE AREA SCHOOLS

407 SAFETY

I. PURPOSE

The personal safety and health of each employee of Prior Lake - Savage Area Schools is of primary importance. The prevention of occupational induced injuries and illnesses is of such consequence that it will be given reasonable precedence over operating productivity whenever necessary. To the greatest degree possible, School District 719 will provide all mechanical and physical facilities required for personal safety and health in keeping with the highest standards.

II. DEFINITIONS

III. GENERAL STATEMENT OF POLICY

The district will maintain a safety and health program conforming to the best practices of schools of this type. To be successful, such a program must embody the proper attitudes toward injury and illness prevention on the part of both supervisors and employees. It also requires cooperation in all safety and health matters, not only between supervisor and employee, but also between each employee and their fellow workers. Only through such a cooperative effort can a safety record be established and maintained in the best interest of all.

The district's objective is a safety and health program that will reduce the number of disabling injuries and illnesses to a minimum. Our goal is ZERO accidents and injuries. Our safety and health program will include:

1. Providing mechanical and physical safeguards to the maximum extent that is possible.
2. 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.
3. Training all employees in good safety and health practices.
4. Providing necessary personal protective equipment and instructions for its use and care.
5. Developing and enforcing safety and health rules; requiring that employees cooperate with these rules as a condition of employment.
6. Investigating promptly and thoroughly every accident to find out what caused it and to correct the problem so that it won't happen again.
7. Setting up a system of recognition and awards for outstanding safety performance.

The district recognizes that the responsibilities for safety and health are shared:

- The district accepts responsibility for leadership of the safety and health program and for its effectiveness and improvement, and for providing the safeguards necessary to ensure safe working conditions.
- District 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 district 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 jobs.

SAFETY PHILOSOPHY

The safety of all employees is of primary importance. Our attention to quality, cost, and productivity are exceeded only by our concern for and attention to safety.

Prior Lake - Savage Area Schools' Health and Safety Program will establish procedures to manage safety on an ongoing basis as well as carry out our philosophy:

1. All injuries can be prevented.
2. Management, which includes all levels through the supervisor, has the responsibility for preventing personal injuries.
3. It is necessary to train all employees to work safely; each employee has the responsibility for working safely.
4. It is good business to prevent injuries on the job and off the job. In addition to the humanitarian considerations, injuries cost money and reduce productivity.
5. It is possible to safeguard all operating exposures and to correct all unsafe practices that may result in injuries.
6. Following safe practices is a condition of employment. Employees are expected to observe all safety precautions when they are employed by the school district to ensure their own safety and the safety of the people and facilities with which they work.

School Board Adoption: April 11, 2022

An Equal Opportunity School District