

## **02. PERSONNEL**

### **2.21. Occupational Safety and Health**

BOS Adopted – Jul 1, 2004

**2.21.1. Purpose.** The County recognizes the standards and provisions of the Occupational Safety and Health Act. Two major objectives which the County will make every effort to support and implement within our working environment include:

A. The County realizes that it has the primary responsibility of providing a safe and healthy working environment (conditions) for all employees within the County's workforce;

B. If requested by the National Institute for Occupational Safety and Health (NIOSH), the County will actively support any activities which will assist the agency in ascertaining their goals of education, research, and training within the field of occupational safety and health.

**2.21.2. Record Keeping.** The County will make every good faith effort to meet OSHA requirements concerning the various health and safety standards established by the Act. Furthermore, the County will keep records of hazards, deaths, injuries, and illnesses that might occur on County property. These records will be made available to the proper OSHA representatives upon request and management has been directed to fully cooperate with these individuals in the performance of their duties.

**2.21.3. Directive to Employees.** The County Board of Supervisors has committed itself to providing a work environment free from hazards or conditions that might pose a threat to employees and/or visitors. Therefore, the County is directing all employees to utilize all applicable safety guidelines. Administrators are responsible for developing and maintaining work safety rules and for providing these rules in writing to their subordinates. All other employees are responsible for bringing to their supervisor's attention any potential hazards that might exist within their work station. In addition, the County will actively engage in preserving employee rights under OSHA and protect employees from retaliation or discrimination by the employer for reporting any OSHA violations committed by the County.