

**ARTICLE SEVEN  
HEALTH AND SAFETY**

- A. Employees shall not be required to work under unsafe or hazardous conditions. Employees are to be provided a safe work place and are to be furnished with safety devices, protective clothing, and such safeguards as are necessary to reduce or eliminate accidents and injuries. Managers/supervisors are to do everything reasonably necessary to protect the life, health and safety of each employee and the public. Whenever an unsafe or hazardous condition exists, the employee aware of the condition shall report it to the immediate supervisor who shall make every effort to take immediate steps to correct the unsafe or hazardous condition. If the immediate supervisor cannot correct the problem within ten (10) workdays of the date of notification of said problem, the affected Chief School Performance & Accountability Officer shall be notified for the purpose of investigation and resolution of the matter. This deadline may be extended by mutual agreement between the parties.
- B. Employees will follow safe practices and operating methods on all jobs assigned. Employees shall be required to wear the safety devices, protective clothing or equipment designated by management for employee protection. Safety devices and equipment, when required, will be provided by the School Board. Refusal or failure of an employee to use or wear such devices or equipment, or failure to follow safe practice and operating methods, shall be grounds for appropriate disciplinary action.
- C. In the event an employee is involved in an accident or injury, an accident report will be completed and distributed, as prescribed by School Board Policies and State Statutes.
- D. If an employee complains of indoor air quality problems, the district shall follow the IAQ Response Protocol to investigate the root cause and determine a course of action to correct the problem, if necessary. The employee initiating the complaint will be provided with information on the course of action and the tentative timeline for completion. The district's IAQ Response Protocol and any amendments to it are hereby incorporated into the contract by reference.
- E. Bomb/Terrorist Threats: Employees shall not return to worksites which have been evacuated due to bomb or other similar devices until clearance for such returns has been given by proper authorities. Employees shall not search for bombs or other similar devices.

- F. In order to ensure the safety of employees and students, the District shall follow the center for disease control protocols when responding to infectious diseases. When receiving a complaint regarding potentially hazardous, dangerous, or infectious situations, the administrator/designee shall contact the appropriate district department (i.e. Risk Management, Environmental Health & Safety or Physical Plant Operations, etc.) or local emergency response providers (local police and fire departments) for the purpose of taking appropriate action to resolve the situation. The administrator shall inform the notifying employee of the recommendation received and the action taken.
  
- G. Reports of threats of a violent nature made against an employee shall immediately be reported to supervisory personnel, who shall immediately notify SIU and the affected employee. The employee shall be given the opportunity to immediately notify law enforcement officials, the union and other appropriate individuals if the employee so desires.