

ARTICLE XVI - SAFETY AND HEALTH

- A. Employees shall report promptly to the nearest site administrator any unsafe condition, incident, or practice which in his/her opinion warrants investigation. The District shall investigate such matters as promptly as possible. If the Administration finds that remedial action is necessary, it shall be carried out with reasonable promptness. The matter will be reported to the Assistant Superintendent of Business Services. In turn, the condition or incident will be reported to the Superintendent who shall notify the Board of Education if necessary. If the matter is considered emergency in nature the employee shall immediately report the condition or incident directly to the Assistant Superintendent, Business Services.

The employee may require that the appropriate public agency investigate and/or analyze the practice, conditions or occurrence as promptly as possible.

- B. Disposal and clean up of mercury and other possibly harmful chemicals or agents shall be handled by the District in strict accordance with safe environmental conditions immediately upon request of the teacher.
- C. An employee may use reasonable force permitted by law to protect himself/herself from assault or battery, to protect other employees or property or to quell a disturbance threatening physical injury to others.
- D. If an employee is assaulted or battered while acting within the course and scope of his/her employment, the District shall cooperate with the employee in the preparation of charges to the extent required by law.
- E. A leave due to illness or injury which arises from a duty-related assault and is covered by Workers Compensation shall be subject to the Industrial Accident health provisions of this Agreement, in Article XV, Section D.
- F. Consistent with safeguarding of private information, and where this notification can reasonably be foreseen as necessary to provide a safe working environment, employees shall be notified, with reasonable promptness, (using confidential memos, if preferred) of pupils known to the site administrator to be suffering from physical and/or serious emotional problems.