

**WESTMORLAND UNION ELEMENTARY SCHOOL DISTRICT**

**I.**

**Board Policies Covering All Employees**

**Board Policy No. 4009:      EMPLOYEE SAFETY AND PROTECTION**

- A.     The District shall furnish a place of employment which is safe for employees pursuant to applicable law.
  
- B.     The District shall not require any employee to be in a place of employment which is not safe. No employee shall leave the assigned work station without authorization of the Superintendent or Principal unless there is clearly an emergency. If an employee does leave the assigned work station because of an emergency, the employee will notify promptly the Superintendent or the Principal.
  
- C.     All employees have a responsibility to advise the District immediately of any condition which a reasonable person would consider unsafe.
  
- D.     An employee may, when necessary, use reasonable force in the performance of duties in the interests of self-protection. Such force must not exceed that which is needed to repel or protect from bodily injury. An employee also may take reasonable action for the protection of others and for the protection of District, student or employee property. Under such circumstances, an employee must exercise mature judgment and must act and react in a reasonable and prudent manner.

Legal Reference:

Labor Code sections 6300-6711

Date Policy Adopted By The Board: August 22, 1989 (formerly B.P. 4010)

Date Policy Revised By The Board: May 16, 1995 (formerly B.P. 4010)

Date Policy Renumbered By The Board: October 9, 2003 (formerly B.P. 4010)