

UC DAVIS

Entomology and Nematology

INJURY AND ILLNESS PREVENTION PROGRAM



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This Injury and Illness Prevention Program has been prepared by the University of California, Entomology and Nematology department in accordance with University Policy (UCD Policy & Procedure Manual Section 290-15: Safety Management Program) and California Code of Regulations Title 8, Section 3203 (8 CCR, Section 3203).

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Department Information

Department Name: **Entomology and Nematology**

Department Director: **Steve Nadler**

Address: **367 Briggs Hall**

Telephone Number: **(530) 752-0492**

Buildings Occupied by Department

- 1. Building: Briggs Hall**

Unit(s): Entomology

Contact: Andrew Ross or Alfred Chan
Phone: (530) 752-2592 or (530) 681-0785

- 2. Building: Hutchison Hall**

Unit(s): Entomology and Nematology

Contact: Andrew Ross or Alfred Chan
Phone: (530) 752-2592 or (530) 681-0785

- 3. Building: Everson Hall**

Unit(s): Entomology

Contact: Andrew Ross or Shirley Gee
Phone: (530) 752-2592 or (530) 752-8465

- 4. Building: Academic Surge**

Unit(s): Entomology

Contact: Andrew Ross or Lynn Kimsey
Phone: (530) 752-2592 or (530) 752-0493

- 5. Building: Orchard Park Greenhouse Complex**

Unit(s): Entomology and Nematology

Contact: Andrew Ross or Robert Starnes
Phone: (530) 752-2592 or (530) 752-2438

6. Building: Laidlaw Honey Bee Research Facility Complex

Unit(s): Entomology

Contact: Andrew Ross or Charley Nye
Phone: (530) 752-2592 or (815) 291-6699

7. Building: Pesticide Storage Facility

Unit(s): Entomology

Contact: Andrew Ross or Larry Godfrey
Phone: (530) 752-2592 or (530) 752-0473

8. Building: Rachel Carson Facility

Unit(s): Entomology

Contact: Andrew Ross
Phone: (530) 752-2592

9. Building: Storer Hall

Unit(s): Entomology and Nematology

Contact: Andrew Ross
Phone: (530) 752-2592

10. Building: Temporary Building 191

Unit(s): Entomology and Nematology

Contact: Andrew Ross or Shirley Gee
Phone: (530) 752-2592 or (530) 752-8465

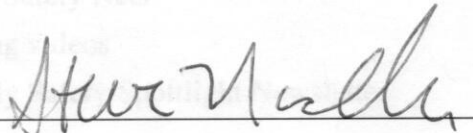
I. Authorities and Responsible Parties

The authority and responsibility for the implementation and maintenance of the Injury and Illness Prevention Program (IIPP) is in accordance with University Policy (UCD Policy & Procedure Manual Section 290-15: Safety Management Program) and California Code of Regulations (8 CCR, Section 3203) and is held by the following individuals:

1. Name: **Steve Nadler**

Title: **Entomology and Nematology Department Chair**

Authority: Authority and responsibility for ensuring implementation of this IIPP

Signature: 

Date: 2/3/2016

2. Name: **Andrew Ross**

Title: **Department Safety Coordinator**

Authority: Department designated authority for implementation of this IIPP

Signature: 

Date: 2/2/16

Additionally, all Principal Investigators and supervisors are responsible for the implementation and enforcement of this IIPP in their areas of responsibility in accordance with University Policy (UCD Policy & Procedure Manual Section 290-15: Safety Management Program).

Annual Review Documentation:

2. Employees are encouraged to report any potential health and safety hazard that may exist in the workplace. Hazard Alert Forms (Appendix A) are available to employees for this purpose. Forms will be placed in the Safety Coordinator's departmental mail box. Employees have the option to remain anonymous when making a report.

3. Employees have been advised of adherence to safe work practices and the proper use of required personal protective equipment. Conformance will be reinforced by discipline for non-compliance in accordance with the safety policy. (See Appendix A for more information.)

II. System of Communications

1. Effective communications with **Entomology and Nematology** employees have been established using the following methods:

- Standard Operating Procedures
- Material Safety Data Sheets
- Quarterly Safety Committee Meetings
- Internal media (department intranet)
- EH&S Safety Nets
- Training videos
- Monthly Safety Spotlight Newsletter
- Handouts
- Building Evacuation Plan
- E-mail
- Posters and warning labels
- Site Specific Safety Training – Initial Hire
- Site Specific Safety Training – Annual Refresher
- Other (list): Annual Fire and Hazardous Materials Inspections, Annual Comprehensive Lab Safety Review, Annual Self Inspection

2. Employees are encouraged to report any potential health and safety hazard that may exist in the workplace. [Hazard Alert Forms \(Appendix A\)](#) are available to employees for this purpose. Forms are to be placed in the Safety Coordinator’s departmental mail box. Employees have the option to remain anonymous when making a report.
3. Employees have been advised of adherence to safe work practices and the proper use of required personal protective equipment. Conformance will be reinforced by discipline for non-compliance in accordance with University policy ([UCD Procedure 62 - Personnel Policies for Staff Members, Corrective Action](#)).

III. System for Assuring Employee Compliance with Safe Work Practices

Employees have been advised of adherence to safe work practices and the proper use of required personal protective equipment. Conformance will be reinforced by discipline for non-compliance in accordance with University policy ([UCD Procedure 62 - Personnel Policies for Staff Members, Corrective Action](#)).

The following methods are used to reinforce conformance with this program:

1. Distribution of Policies
2. Training Programs
3. Safety Performance Evaluations

Performance evaluations at all levels must include an assessment of the individual's commitment to and performance of the accident prevention requirements of his/her position. The following are examples of factors considered when evaluating an employee's safety performance.

- Adherence to defined safety practices.
 - Use of provided safety equipment.
 - Reporting unsafe acts, conditions, and equipment.
 - Offering suggestions for solutions to safety problems.
 - Planning work to include checking safety of equipment and procedures before starting.
 - Early reporting of illness or injury that may arise as a result of the job.
 - Providing support to safety programs.
4. Statement of non-compliance will be placed in performance evaluations if employee neglects to follow proper safety procedures, and documented records are on file that clearly indicate training was provided for the specific topic, and that the employee understood the training and potential hazards.
 5. Corrective action for non-compliance will take place when documentation exists that proper training was provided, the employee understood the training, and the employee knowingly neglected to follow proper safety procedures. Corrective action includes, but is not limited to, the following: Letter of Warning, Suspension, or Dismissal.
 6. Random spot inspections and email reminders

IV. Hazard Identification, Evaluation, and Inspection

Job Hazard Analyses and worksite inspections have been established to identify and evaluate occupational safety and health hazards.

1. Job Safety Analysis:

Job Safety Analysis (JSA) identifies and evaluates individual employee work functions, potential health or injury hazards, and specifies appropriate safe practices, personal protective equipment, and tools/equipment. JSA's have been completed for the following job categories:

- 1. Entomology and Nematology Departmental spaces in Briggs Hall, Entomology and Nematology Departmental spaces in Hutchison Hall**
 - a. JSA Office and Computer Workers
 - b. JSA Field or Greenhouse Researchers
- 2. Bohart Museum in Academic Surge, Hammock lab offices in Briggs or Everson Halls**
 - a. JSA Office and Computer Workers
 - b. JSA Field or Greenhouse Researchers
- 3. Laidlaw Honey Bee Research Facility, Hagen-Daz Honey Bee Haven**
 - a. JSA Office and Computer Workers
 - b. JSA Field or Greenhouse Researchers
- 4. Orchard Park Greenhouse Complex**
 - a. JSA Office and Computer Workers
 - b. JSA Field or Greenhouse Researchers

The following resources are available for assistance in completing JSA's:

- Laboratory personnel, please refer to the [Laboratory Hazard Assessment Tool](#)
- Non-Laboratory personnel, please refer to Appendix B

2. Worksite Inspections

Worksite inspections are conducted to identify and evaluate potential hazards. Types of worksite inspections include both periodic scheduled worksite inspections as well as those required for accident investigations, injury and illness cases, and unusual occurrences. Inspections are conducted at the following worksites:

- 1) Location: **Briggs Hall, Hutchison Hall, Storer Hall, Everson Hall, Academic Surge, Henry Laidlaw Honey Bee Research Facility, Temporary Building 191, Hagen Daz Honey Bee Garden, Orchard Park Greenhouse Complex**
Frequency: **Annual Safety Inspections with UCD Safety Services in February, Annual Fire Inspections with UCD Fire Prevention in November, Annual Self-Inspections in July/August**
Responsible Person: **Andrew Ross**
Records Location: **Inspection records available online through the SIT program at: <https://ehs.ucop.edu/uksafety/#/splash> , Initial site specific lab safety training records available in room 366 Briggs Hall, All other lab safety training records available in the individual labs or work areas, Annual self-inspections available in individual labs**

All supervisors or laboratory safety contacts are required to perform and document self-inspections at least annually as part of Cal/OSHA's requirement for an effective Injury and Illness Prevention Program (IIPP). The self-inspection form will help document safety inspections and will assist personnel in identifying and correcting many common unsafe practices and conditions.

After completing the self-inspection form, share the results with the PI and supervisor and other employees. Correct each identified deficiency as soon as possible and document correction on the form. Keep the completed form for your records. Please contact the Department Safety Coordinator if you need assistance completing the self-inspection form, correcting any unsafe conditions identified during the self-inspection, or if you have any questions or concerns about safety.

This form contains the same topics and specific items as the annual EH&S lab safety review. It was designed to help ensure compliance with Cal/OSHA regulations that require documented periodic inspections of all work areas as part of an effective IIPP. However, completion of this self-inspection checklist and correction of any findings noted herein does not ensure that Cal/OSHA will not issue citations during an inspection. In addition, EH&S representatives will be periodically verifying that self-inspections have been performed and the completed inspection on file.

Worksite Inspection Forms are located in Appendix C

V. Accident Investigation

University Policy requires that work-related injuries and illnesses be reported to Workers' Compensation within 24 hours of occurrence and state regulation requires all accidents be investigated.

Entomology and Nematology employees will immediately notify their supervisor when occupationally-related injuries and illnesses occur, or when employees first become aware of such problems.

1. **Supervisors** will investigate all accidents, injuries, occupational illnesses, and near-miss incidents to identify the causal factors or attendant hazards. Appropriate repairs or procedural changes will be implemented promptly to mitigate the hazards implicated in these events. Proper injury reporting procedures can be found at <http://safetyservices.ucdavis.edu/workers-compensation>.

The [Accident Investigation Form \(Appendix D\)](#) shall be completed to record pertinent information and a copy retained to serve as documentation. It can be completed by either the supervisor or the Department Safety Coordinator.

3. **Note:** Serious occupational injuries, illnesses, or exposures must be reported to Cal/OSHA by an EH&S representative within eight hours after they have become known to the supervisor. These include injuries/illnesses/exposures that cause permanent disfigurement or require hospitalization for a period in excess of 24 hours. Please refer to [EH&S SafetyNet #121](#) for OSHA notification instructions.

VI. Hazard Correction

Hazards discovered either as a result of a scheduled periodic inspection or during normal operations must be corrected by the supervisor in control of the work area, or by cooperation between the department in control of the work area and the supervisor of the employees working in that area. Supervisors of affected employees are expected to correct unsafe conditions as quickly as possible after discovery of a hazard, based on the severity of the hazard.

Specific procedures that can be used to correct hazards include, but are not limited to, the following:

- Tagging unsafe equipment “Do Not Use Until Repaired,” and providing a list of alternatives for employees to use until the equipment is repaired.
- Stopping unsafe work practices and providing retraining on proper procedures before work resumes.
- Reinforcing and explaining the need for proper personal protective equipment and ensuring its availability.
- Barricading areas that have chemical spills or other hazards and reporting the hazardous conditions to appropriate parties.

Supervisors should use the [Hazard Correction Report \(Appendix E\)](#) to document corrective actions, including projected and actual completion dates.

If an imminent hazard exists, work in the area must cease, and the appropriate supervisor must be contacted immediately. If the hazard cannot be immediately corrected without endangering employees or property, all personnel need to leave the area except those qualified and necessary to correct the condition. These qualified individuals will be equipped with necessary safeguards before addressing the situation.

VII. Health and Safety Training

Health and safety training, covering both general work practices and job-specific hazard training is the responsibility of the **Principal Investigator** and immediate Supervisor(s) as applicable to the following criteria:

1. Supervisors are provided with training to become familiar with the safety and health hazards to which employees under their immediate direction and control may be exposed.
2. All new employees receive training prior to engaging in responsibilities that pose potential hazard(s).
3. All employees given new job assignments receive training on the hazards of their new responsibilities prior to actually assuming those responsibilities.
4. Training is provided whenever new substances, processes, procedures or equipment (which represent a new hazard) are introduced to the workplace.
5. Whenever the employer is made aware of a new or previously unrecognized hazard, training is provided.

[The Safety Training Attendance Record and Initial Site Specific Lab Safety Training form is located in Appendix F.](#)

VIII. Recordkeeping and Documentation

Documents related to the IIPP are maintained in:

Room 366 Briggs Hall.

The following documents will be maintained within the department's **IIPP Addendum Binder** for at least the length of time indicated below:

1. Hazard Alert Forms (Appendix A form).
Retain for three (3) years.
2. Employee Job Safety Analysis forms (Appendix B form)
Retain for the duration of each individual's employment.
3. Worksite Inspection Forms (Appendix C form).
Retain for three (3) years.
4. Accident Investigation Forms (Appendix D form).
Retain for three (3) years.
5. Hazard Correction Reports (Appendix E form).
Retain for three (3) years.

The following documents will be maintained within the department's **IIPP Training Records Binder** for at least the length of time indicated below:

1. Initial Site Specific Lab Safety Training Records (Appendix F form).
Retain for three (3) years.

IX. Resources

1. Office of the President: [University Policy on Environmental Health and Safety](#), 10/22/86
2. UC Davis Policy and Procedure Manual, [Section 290-15](#), Safety Management Program
3. California Code of Regulations Title 8, Section 3203, ([8CCR §3203](#)), Injury and Illness Prevention Program
4. Personnel Policies for Staff Members, Corrective Action, [UCD Procedure 62](#)
5. University of California Policy on Management of Health, Safety and the Environment, <http://www.ucop.edu/riskmgmt/ehs/policy.html>
6. UC Davis Environmental Health & Safety
 - [EH&S Website](#)
 - [EH&S SafetyNets](#)
 - [Material Safety Data Sheets](#)
7. UCOP EH&S safety programs website: <https://ehs.ucop.edu/uksafety/#/splash>