



## River Valley Child Development Services Policy

<b>Safety</b>		
<b>Dates Reviewed:</b> 12/2022	<b>Dates Revised:</b> 12/2022	<b>Dates Approved by BOD:</b> 2/22/2019, 12/15/2022
<b>Effective Date:</b> 1/15/2023		

### 1. Policy Statement

River Valley Child Development Services, hereinafter referred to as RVCDS, believes that the personal safety and health of each employee is of primary importance. RVCDS will implement safety initiatives to reduce the risk of workplace injuries and illnesses, while ensuring compliance with regulatory bodies and laws.

### 2. Purpose for Policy

To ensure that all tasks are conducted in a safe and efficient manner complying with all local, state, and federal safety and health regulations, programmatic standards, and special safety concerns identified by RVCDS.

### 3. Policy Applies To

- ✓ Employees
- ✓ Board of Directors
- ✓ Vendors
- ✓ Clients

### 4. Related Agency Policies

- Drug/Alcohol Free Environment Policy
- Risk Management Policy
- Safe Driver Policy

### 5. Related Forms

- Incident/Injury Report Form
- Observers' Checklist for Reasonable Cause Determination (RCD-I)
- Observers' Checklist for Reasonable Cause Determination (RCD-II)
- Reasonable Cause Determination Form
- Safe Driver Self Report Form

### 6. Resources

- [General Duty Clause of the Occupational Safety and Health Act](#)
- [The West Virginia Safer Workplace Act](#)
- [West Virginia Code §21-3-1](#)
- [West Virginia Code §21-3A-5](#)
- [West Virginia Code §21-3A-6](#)

### 7. Policy Compliance

Employees not in compliance with this policy will be subject to discipline, up to and including termination.