

## HEALTH AND SAFETY POLICY

### I. Policy Section

Risk Management

### II. Policy Subsection

14.16 Health and Safety Policy

### III. Policy Statement

The health and safety of all faculty, staff, students, and visitors is a principal consideration in all Grand Rapids Community College (GRCC) activities and programs. This broad policy requires that health and safety regulations are met in compliance with Federal, State, and local laws and regulations, and ensures that necessary work practices and procedures are implemented to protect all employees and students working in college-owned properties.

### IV. Reason for the Policy

It is the responsibility of GRCC, as an employer and public educational institution, to take every reasonable precaution to provide a work environment that is free from recognizable hazards for its employees, students, and visitors. The College will fulfill its legal obligations to maintain safe and healthful working conditions and will establish and insist upon work methods and practices that promote a safe and healthful workplace at all times.

### V. Entities Affected by this Policy

All employees of Grand Rapids Community College, particularly employees who regularly work with chemicals in instructional or operational settings; employees who may be exposed to blood borne pathogens in the normal course of employment; and, employees who work in areas where work practices must adhere to Federal and State Occupational Safety and Health laws and regulations.

VI. Who Should Read this Policy

All Employees  
Students  
Contractors

VII. Related Documents

Laboratory Safety & Chemical Hygiene Plan  
Bloodborne Pathogen and Exposure Control Plan  
Communicable Diseases Policy  
Federal Occupational Safety and Health Administration (OSHA) requirements  
Michigan Occupational Safety and Health Administration (MIOSHA) requirements

VIII. Contacts

Vice President of Finance & Administration  
GRCC Police Chief  
Executive Director - Facilities Executive  
Director - Human Resources  
Executive Director - Operational Planning  
Director - Budget and Business Services  
Director - Ford Fieldhouse

IX. Definitions

Definitions may be found in related plan documents.

X. Procedures

Employees are required to be familiar with the procedures and protocol that apply to their work practices and job responsibilities, and they are responsible for compliance and adhering to those requirements. Detailed procedures are documented in the related plan documents. Employees who have questions regarding how this policy applies to their work and responsibilities should contact their supervisor. Additional program specific procedures are required to be documented in curriculum documents and lab safety protocol documents.

XI. Forms

[Employee Injury Report](#)

XII. Effective Date

May, 2017

XIII. Policy History

Replaces the following policies:

14.8 - Bloodborne Pathogens Plan and Policy

14.11 - Chemical Hygiene Plan

Updated September, 2021

Updated December, 2023 - Updated Policy to reflect rescission of Face Covering Policy

XIV. Next Review/Revision Date

May, 2025