

New Employee Safety Orientation and Training Program

OBJECTIVE

To provide new personnel with adequate basic safety training to effectively perform assigned duties and task in a safe manner and to according to provisions set forth by Skidmore College. New employees include, but are not limited to:

Permanent Employees
Part-Time Employees
Temporary Employees
Volunteers (Paid and Unpaid)
Student Employees

PURPOSE

To provide a record of training each employee has received prior to being assigned any job task.

RESPONSIBILITY

The employee's supervisor will ensure all required training is scheduled, completed, and documented.

PROCEDURES

When a new employee starts, you will engage in a "New Employee Safety Orientation and Program" with your supervisor. The supervisor will be responsible for completing and returning the safety checklist to the Safety Officer.

Before any employee is assigned a new task, the Safety, Health Environmental & Security Programs checklist must be signed off by both the employee and supervisor and/or Safety Officer as having been discussed and understood.

Before any employee is assigned to work with any other employee on a new task, the supervisor will orient the employee on the procedure/task, any safety concerns, and any required personal protective equipment (PPE).

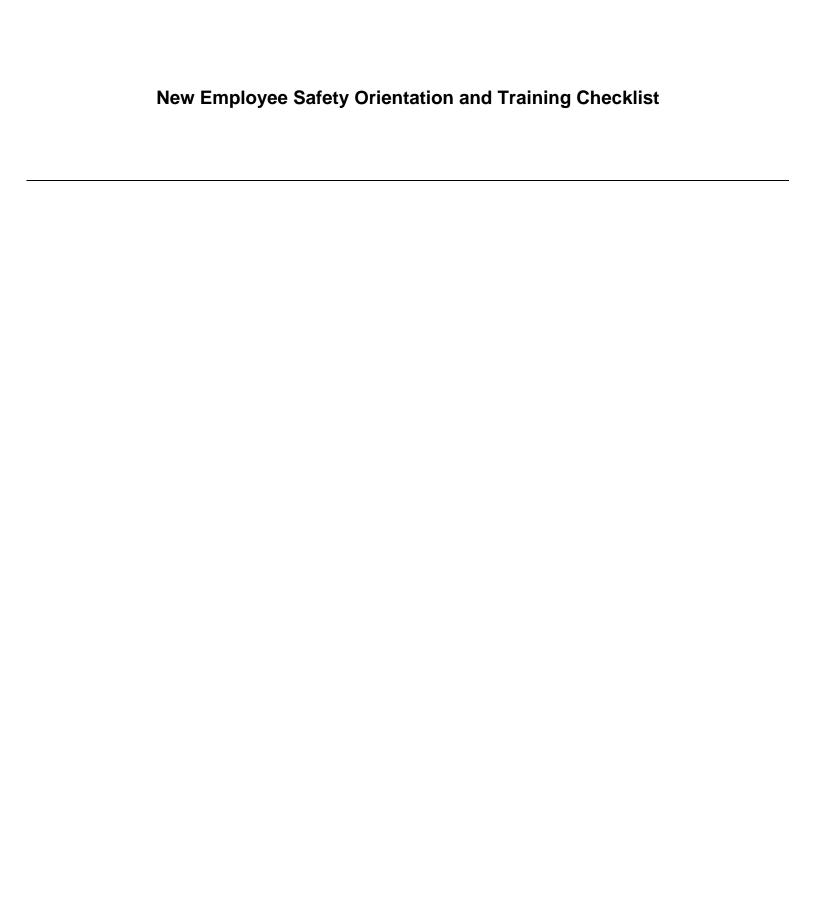
The supervisor will complete the "Workplace Hazard Assessment/Employee Review" with the employee. This will aid in identifying hazards currently present in the employees workplace.

Documentation of completion will be recorded in a centralized database, maintained by the Location Safety Office. The completed packet will be retained, by the supervisor, in work area files for length of employment plus two (2) years.

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WORKPLACS AFET RULES

Yoursafetyis of the utmost concernof Skidmor@CollegeEveryprecautionhasbeentakento provide a safeworkplace. Yoursupervisorand/or the SafetyOfficermakes regularins pection and holds regular safety meetings. Management meets regularly to plan and implement further improvements in our safety program. Commons enseand personal interest in safety are still the greatest guarantees of your safety at work, on the



New Employee Safety Orientation and Program

SAFETY TRAINING CHECKLIST

	Initial (Trainee)	<u>Date</u>	Estimated Time
BLOOD BORNE PATHOGEN (Video)			:20
HAZARDOUS COMMUNICATION / GHS (PP)			:20
HAZARDOUS WASTE MANAGEMENT (PP)			:20
ELECTRICAL SAFETY (Video)			:15
LOCKOUT / TAGOUT (Video)			:15
GENERAL FIRE SAFETY (PP)			:15
CONFINED SPACE (Video)			:15
ASBESTOS AWARENESS (Video)			:15
LIFTING SAFETY/BACK SAFETY (Video)			:15
LADDER SAFETY (Video)			:15
SLIPS, TRIPS AND FALLS (Video)			:20
MINIMUM PERSONAL PROTECTIVE EQUIPMENT			:20

This Safety, Health, Environmental Program offered by Skidmore College has been discussed and explained to me by the Environmental Health and Safety Officer. I understand the contents and actions that I am to follow described in this Safety Plan. My initials above acknowledge completion of each safety training course.

I have been informed that additional information on Safety, Health and Environmental rules, regulations, and practices, inP2tal rules, regulations,