

Heat Illness
Prevention Program
2024-2025



Heat Illness Prevention Program Table of Contents
Program Elements: Title 8 CCR § Section 3395

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West Contra Costa Unified School District
Heat Illness Prevention Safety Quote:

“It's like drinking water. You have to have water every day, and music is like water for me.” - Trombone Shorty

HEAT & ILLNESS PREVENTION PLAN

1.) Background:

California employers with outdoor places of employment must comply with the Heat Illness Prevention Standard - Title 8 California Code of Regulations 50200.567 (i)0.6 (f)6 (r)5.6n Tc 0 Tw 4.237 07Td(Code)0.233 0 1

Definitions:

4. The above-referenced system of progressive discipline applies to all employees who violate safety rules and regulations. Disciplinary actions are conducted in accordance with applicable West Contra Costa Unified School District personnel policies and procedures and applicable MOU's.

3.) Heat Illness & the Types of Heat Stress:

There are several types of heat-related illness. The following sections will explain the symptoms, causes and first aid procedures for each type of heat-related illness. All signs or symptoms of heat illness should be reported to a supervisor immediately. If a supervisor observes, or any employee reports, any signs or symptoms of heat illness in an employee, the supervisor shall take immediate action commensurate with the severity of the illness. If the signs or symptoms are indicators of severe heat illness (such as, but not limited to, decreased level of consciousness, staggering, vomiting, disorientation, irrational behavior or convulsions), emergency response procedures shall be implemented. An employee exhibiting signs or symptoms of heat illness shall be monitored and shall not be left alone or sent home without being offered onsite first aid and/or being provided with emergency medical services.

Heat Stroke:

Heat stroke is the most serious heat-related disorder. It occurs when the body becomes unable to control its temperature; the body's temperature rises rapidly, the sweating mechanism fails, and the body is unable to cool down. When heat stroke occurs, the body temperature can rise to 106 degrees Fahrenheit or higher within 10 to 15 minutes. Heat stroke can cause death or permanent disability if emergency treatment is not given.

A.) Heat Stroke Symptoms:

- A. Hot, dry skin or profuse sweating
- B. Reddening of skin
- C. Altered behavior, person becomes confused, agitated, irritable, etc.
- D. Rapid and shallow breathing
- E. Increased heart rate
- F. Chills
- G. Throbbing headache
- H. High body temperature (104 degrees or higher)
- I. Confusion/dizziness
- J. Nausea and Vomiting

- C. Cool the individual using methods such as;
- D. Loosening or removing clothing;
- E. Soaking their clothes with water;
- F. Spraying, sponging, or showering them with water; Fanning their body.

B.) Heat Exhaustion

Heat exhaustion is the body's response to an excessive loss of water and salt, usually through excessive sweating. Workers most prone to heat exhaustion are those that are elderly, have high D0.217 0 Td(t)-5.3t9th8-33.56ination BDg t5.3 (ng5.3 (ha)-6 (t)- 0 Tw 29.9)TjJ

C. Fainting

C. Heat Syncope First Aid:

- A. Contact emergency medical services and notify supervisor;
- B. Have individual sit or lie down in a cool, shaded or air-conditioned area and allow them to rest;
- C. Encourage individual to drink water or other cool, nonalcoholic and noncaffeinated fluids.

D.) Shade Access and Rest Periods:

Employees shall be allowed and encouraged to take a preventative cool-down rest in the shade for a period of no less than five minutes at a time when they feel the need to do so to protect themselves from overheating. An individual employee who takes a preventative cool-down rest (A) shall be monitored and asked if he or she is experiencing symptoms of heat illness; (B) shall be encouraged to remain in the shade; and (C) shall not be ordered back to work until any signs or symptoms of heat illness have abated, but in no event less than 5 minutes in addition to the time needed to access the shade.

Shade:

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An individual employee who takes a preventative cool-down rest:

- A. Will be monitored and asked if he or she is experiencing symptoms of heat illness;
- B. Will be encouraged to remain in the shade; and
- C. Will not be ordered back to work until any signs or symptoms of heat illness have abated, but in no event less than 5 minutes in addition to the time needed to access the shade.

If an employee exhibits signs or reports symptoms of heat illness while taking a preventative cool-down rest or during a preventative cool-down rest period, the supervisor will provide appropriate first aid or emergency response according to the Emergency Response section below.

Acclimatization:

Acclimatization is a process by which the body adjusts to increased heat exposure. Employees are more likely to develop heat related illness if they not allowed or encouraged to take it easy when a heat wave strikes, or when they start a new job that exposes them to heat.

Supervisors are required to acclimatize employees and allow time to adapt when temperatures rise suddenly and employee risk for heat illness increase. Acclimatization may also be required for new employees, employees working at temperatures to which they haven't been exposed for several weeks or longer, or employees assigned to new jobs in hot environments.

Generally, about four to fourteen days of daily heat exposure is needed for acclimatization. Heat acclimatization requires a minimum daily heat exposure of about two hours of work. Gradually increase the length of work each day until an appropriate schedule adapted to the required activity level for the work environment is achieved. This will allow the employee to acclimate to conditions of heat while reducing the risk of heat illness.

It should be noted that new employees are among those most at risk of suffering the consequences of inadequate acclimatization. Supervisors with new employees should be extra-vigilant during the acclimatization period, and respond immediately to signs and symptoms of possible heat illness.

Emergency Procedures:

If an employee has any symptoms of heat illness, first-aid procedures should be initiated without delay. Common early signs and symptoms of heat illness include headache, muscle cramps, and unusual fatigue. However, progression to more serious illness can be rapid, and can include loss of consciousness, seizures, mental confusion, unusual behavior, nausea or vomiting, hot dry skin, or unusually profuse sweating.

Any employee exhibiting any of the above-mentioned symptoms requires immediate attention. Even the initial symptoms may indicate serious heat exposure. If medical personnel are not immediately available onsite and serious heat illness is suspect,

first

- D. The importance of acclimatization.
- E. Different types of heat illness and the common signs and symptoms of heat illness.
- F. The importance of immediately reporting symptoms or signs of heat illness, in themselves or in co-workers, to their supervisor.
- G. Understanding the procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by emergency medical service.
- H. Procedures for ensuring that, in the event of an emergency, clear and precise direction to the work site can and will be provided to emergency responders.

Supervisor shall receive training on the following topics prior to being assigned to supervise outdoor employees:

- A. The training information required of the employees, detailed above
- B. Procedure's supervisors are to follow to implement the provisions of this program
- C. Procedures the supervisor shall follow when an employee exhibits symptoms consistent with possible heat illness, including emergency response procedures

Retraining will be required under any of the following conditions:

- A. Changes in the workplace render previous training obsolete.
- B. Inadequacies in an employee's knowledge of heat illness prevention indicate that the employee has not received the required training.

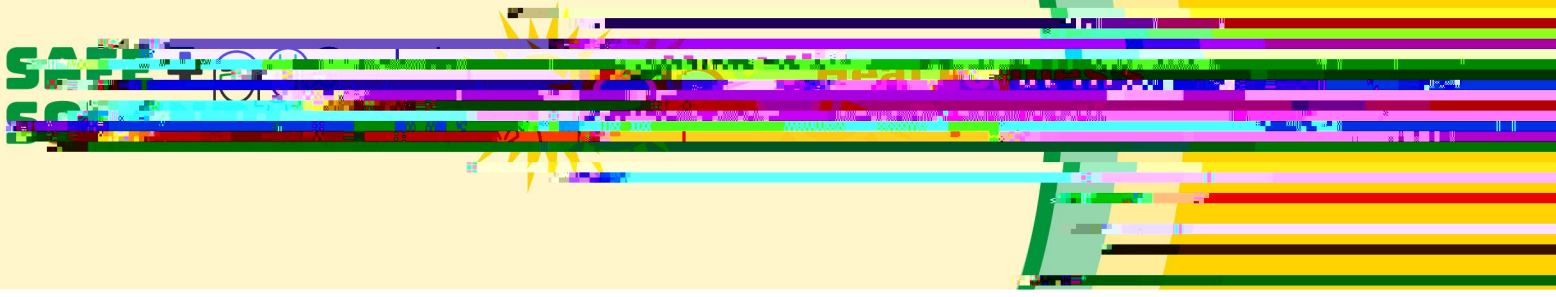
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

Heat & Illness Prevention of Acknowledgement:

The West Contra Costa Unified School District acknowledge Bill Title: Interscholastic athletic programs: emergency action plans: heat illness: guidelines. SECTION 1. Section 35179.4 of the Education Code is amended to read:

35179.4. If a school district or charter school elects to offer any interscholastic athletic program, the governing board of the school district or the governing body of the charter school shall ensure that there is a written emergency action plan in place that describes the location and procedures to be followed in the event of sudden cardiac arrest, heat illness, and other medical emergencies related to the athletic program's activities or events. The written emergency action plan shall be posted in compliance with the most recent pertinent guidelines of the National Federation of State High School Associations.

SEC. 2. Section 35179.8 is added to the Education Code, to read: 35179.8. (a) In order to better protect student athletes participating in athletics, no later than July 1, 2024, the California Interscholastic Federation, in consultation with the department, shall develop guidelines, procedures, and safety standards for the prevention and management of exertional heat illness. (b) Guidelines developed pursuant to this section shall identify the environmental conditions at which a school shall limit and prohibit practice and play. These guidelines shall include information regarding the accurate measurement of environmental heat stress at the site of the athletic activity, including the use of Wet Bulb Globe Temperature (WBGT) to determine ambient temperature, relative humidity, wind speed, and solar radiation from the sun, including sun angle and cloud cover. (c) Guidelines developed pursuant to this section shall identify the environmental conditions at which a school shall have a method to institute whole-





Heat-Related Injury and Illness Prevention	Yes	No	N/A	Comment
Section 1: Are any of these job-related risk factors for heat exposure present in your workplace?				
Outdoor work in warm/hot weather or direct sun				
Indoor work in warm/hot environments with heat sources such as ovens, fires, hot tar, and/or other radiant heat sources				
Moderate to strenuous physical				

Heat-Related Injury and Illness Prevention	Yes	No	N/A	Comment
Engineering controls (e.g., shade structures with cool air temperatures, reflective barriers, ventilation) are used to reduce heat stress Fluids (e.g., cool, potable water, sports drinks) are readily available and are provided to workers, t o				

