



SAFETY POLICY AND PROCEDURES

PM-74-01

Section: 74-00, SAFETY/ON-THE-JOB INJURY

PURPOSE & SCOPE

Chapter Two, Article IX., Sec. 2-376 through Sec.2-390 of the Code of Ordinances, Occupational Safety and Health Program, created a Safety and Health Program for the employees of City of Memphis Government.

The City elects to establish and maintain an Occupational Safety and Health Program for its employees by providing a safe and healthy work environment. In addition, the City shall follow appropriate safety and health standards.

POLICY

It is incumbent upon City employees to comply with safety and health standards and all rules and regulations which are applicable to the employee's work site and personal safety. Any employee who willfully or repeatedly violates or causes to be violated a safety standard, rule, regulation, or order shall be subject to disciplinary action up to and including termination.

It is incumbent upon management personnel to notify the appropriate Division Director if employees working under their authority are adversely affected by safety standards or hazardous working conditions. It is then incumbent upon the Division Director to immediately notify the Director of Human Resources, who has authority for the administration of this program.

No employee shall be discharged or discriminated against because such employee has filed a complaint or instituted or caused to be instituted any proceedings or inspections relating to the City's Occupational Safety and Health Program.