



Grambling State University

All Employee Refresher Training: Human Resources

- Transitional Return to Work Training and Policy ,
 - Drug Free Workplace

Safety & Risk Management

- Low Risk Blood Borne Pathogens,
 - General Safety Policy
- ✓ Attestation that annual updated policies and training were received by employees attending this safety meeting PowerPoint



Transitional Return to Work Policy

PURPOSE/OBJECTIVE:

To ensure the safe and expedient return of Grambling State University employees with job related injuries and illnesses to transitional or regular employment, and to comply with R. S. 39:1547, which requires creation of a return to work program.



Transitional Return to Work Policy

The Transitional Duty Program has been established to ensure that the university makes a concerted effort to return employees to productive and meaningful assignments.



Transitional Return to Work Policy

This program allows an employee to be assigned to light/restricted duty for a temporary period of:

- One year or,
- until the employee reaches
MAXIMUM MEDICAL IMPROVEMENT,
- whichever is less.



Please visit the transitional return to work policy on the gram.edu website

<http://www.gram.edu/faculty/policies/docs/53038-Transitional%20Return%2oto%2oWork%2oPolicy.pdf>



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Drug Free Workplace

PURPOSE/OBJECTIVE

To create an environment that promotes and reinforces healthy, responsible living within the context of its educational mission.

<http://www.gram.edu/faculty/policies/docs/53011%20-%20Drug%20Free%20Workplace.pdf>



Safety and Risk Management

- <https://www.gram.edu/offices/safety/>
- Blood-Borne Pathogens
- Low Risk Employees every 3 years



Blood-Borne Pathogens

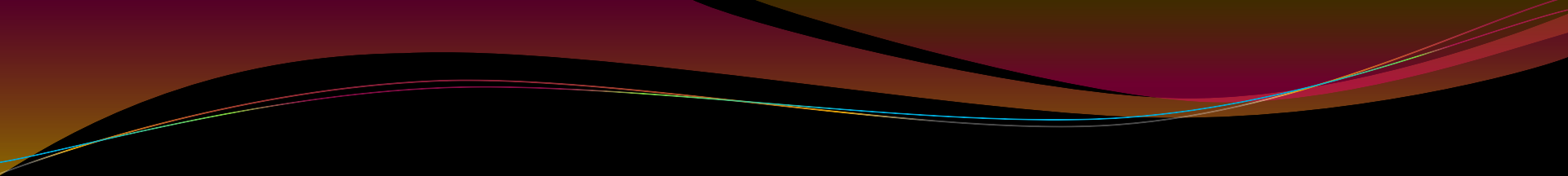
- Policy to protect employees from anticipated exposures to blood-borne pathogens.
 - Training on the GSU Blood-Borne Pathogens Exposure Control Plan is required for all employees upon employment and every three (3) years afterwards.



OSHA Blood-Borne Pathogen Standard

Requires employers to use strategies to reduce occupational exposures:

- Engineering controls
- Work practice controls
- Personal protective equipment
- Universal precautions

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- **Engineering controls** – isolation of exposure areas, plastic shields.

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- **Work practice controls** – prohibit eating, drinking in areas.

- **Personal protective equipment** - gloves, face shields, safety goggles.

- **Universal precautions** – treat all spills of blood or bodily fluids as infectious and practice handwashing, sanitization, etc.



High Risk BBP jobs based on hazard analyses

- Annual training is required for those employees who may be reasonably anticipated to come into contact with blood or other potentially infectious material.
- This group includes nurses, athletic trainers, police officers, custodians, facility repairman, plumbers, laborers, and laboratory assistants/technicians



General Safety Manual and Plan

- <https://www.gram.edu/offices/safety/docs/2022final%20GSU%20GENERAL%20SAFETY%20MANUAL%20PLAN.pdf>

Revised July 1, 2022 Responsible Office: Safety and Risk Management Division: Operations, Finance, & Administration

- ✓ Attestation that annual updated General Safety Manual and Plan including all policies listed within it were received by employees attending this safety meeting PowerPoint



Safety Meeting Collaboration

- Please send any questions and correspondence to safety@gram.edu
- Suggest new safety topics and conversations on reducing campus risks.
- All comments are welcome!



Safety Meeting Collaboration

Please download the G-SAFE app on your mobile device for:

1. Submitting a tip'
2. Friend Watch
3. Safety Map
4. GramFam Resources
5. Requesting a Safety Escort
6. COVID Self-Assessment