

The Virtual Learning Academy values the health, welfare, and safety of every employee and intends to provide a safe and healthful workplace for employees working at facilities that the school leases or owns. Furthermore, the school will promote safe and healthful work practices for employees who work from home and/or from locations not leased or owned by the school.

In pledging its full support of the safety process, the Virtual Learning Academy Charter School recognizes certain obligations:

1. That prevention of accidents and protection of all resources are guiding principles.
2. That all operational decisions affecting safety must receive the same consideration as those affecting production or quality.
3. The safe working conditions and methods are of prime importance and take precedence over shortcuts and "quick fixes."
4. That the Virtual Learning Academy Charter School will comply with all safety laws and regulations.
5. That feedback will be welcomed from all employees.
6. That all employees will follow all safety rules, take no unnecessary chances, use all safety equipment, and make safety an integral part of their lives.
7. That all employees have a responsibility to themselves, their family, and their co-workers, and the community to understand and follow our safety process.

In order to meet these obligations, the CEO or his/her designee shall establish and administer Joint Loss Management Committee (JLMC) composed of equal numbers of employer and employee representatives. The JLMC shall meet regularly to develop and carry out workplace safety programs, alternative work programs that allow and encourage injured employees to return to work, and programs for continuing education of employers and employees on the subject of workplace safety.

Law Reference: RSA 281-A, Workers' Compensation

Appendix Reference:

Date Adopted: May 20, 2010

Revision Dates:

Last Review Date: