<p style="text-align:center">**DRAFT 2/4/2021**</p>

SAFETY ORIENTATION JUSIFICATION
NOTICE FOR REVIEW

New state laws and recent regulatory inspections have heightened scrutiny of injury and illness prevention programs statewide. It is critical that our campus come into compliance with current safety requirements and mirror other UC methods of achieving optimal safety practices.

Effective July 1, 2021 Safety Orientation online training will be assigned via the UC Learning Center to all employees who work on campus or on campus operated facilities who have not satisfied this course or course equivalent (Laboratory Safety Fundamentals for Researchers/Laboratory workers). Previously, safety training assignments were created manually and through a decentralized process resulting in inconsistent oversight and low compliance.

While the autogenerated assignment in the UCLC will be a new method in assuring, communicating and standardizing campus safety training compliance, the mandated course has been a key regulatory requirement under Cal/OSHA (Title 8, CCR 3203, 3220, 3221, 3380 and 6151), UC Policy and UCR Policy (425-24, 425-58) for nearly 30 years. Further, UCR EH&S transitioned the course from in person to 100% online over 10 years ago. Current external requirements mandate 100% documented compliance for this training.

The assignment process allows the campus to ensure we are meeting regulatory requirements, reducing administrative effort, creating automatic email notifications, generating data to run compliance reports and improving supervisor support in meeting their responsibilities. This is the same process used for other mandatory training requirements (e.g., Sexual Harassment, Cybersecurity, Ethics, COVID-19 prevention, etc.).

The course meets several foundational regulatory safety training requirements for all employees. Additional site-specific and hazard-specific training may still be required depending on the employee's work environment and job activities. EH&S has a library of courses and various guides and resources to assist supervisors and departments to customize any additional required safety training.

Safety Orientation is a 40-minute course that covers:
- Hazard identification and control measures,
- Conducting a risk assessment,
- Injury & Illness Prevention Plan (IIPP),
- Safety Resources,
- Hazard Reporting, Accidents & Injuries (injuries & medical treatment, incident report),
- Emergency Procedures (Emergency Action Plan (EAP), communications, equipment, assembly areas, preparedness and response)
- Fire & Life Safety (Fire prevention plan, fire extinguishers), and
- Earthquake Safety.

Frequency

Due to recent regulatory and policy updates, the course was updated in 2018. Individuals who have not completed the most recent version will be assigned to take the course and will be automatically notified through the UC Learning Center system. Moving forward, the course will not require a re-training frequency unless changes are made to relevant regulations.

Credits and equivalents

Individuals who work in a research / laboratory environment are required to take Laboratory Safety Fundamentals IN LIEU of Safety Orientation. Credit for Safety Orientation is automatically granted upon completion, and no additional actions must be taken.