Violence

Security officers are the community’s first line of defense in ensuring a safe and calm atmosphere in a school. Security officers have a variety of problems in this area: physical attacks by students on the officer; family members or people from outside the school seeking admission to the school; and dealing with student fights.

The following steps, through your local association, should be taken to minimize the chances of your getting hurt on the job:

• Form a school safety committee with a cross section of school employees, administrators, family members, and students.
• Develop a school safety plan that has an action plan to deal with the day-to-day running of the school and a crisis or emergency plan.
• The plan should be updated, reviewed and distributed to the school community each year.
• There are five components to a school safety plan:
  • Risk Assessment – Review records including violence and vandalism reports, workers’ compensation claims, and the annual PEOSH log. In addition, interview employees.
  • Hazard Prevention – Control of entry and exit doors general building layout and design; security hardware – locking doors, walkie talkies; policies and procedures.
  • Employee Training – developed jointly by the association and the district.
  • Training should be conducted:
    • Annually
    • Before a new job assignment
    • When laws or procedures change
    • Additional areas of training are:
      • Gang presence and activity (Contact N.J. State Police Street Gang Unit, 609 882 2000)
      • Hate motivated behavior (ethnic, racial, religious, homophobia and gender)
      • Drug activity
      • How to diffuse situations
      • Mediation strategies
      • How to minimize the danger if you end up in a fight
  

Reporting and Evaluation of Incidents

• A Vandalism, Violence, and Substance Abuse Incident Report must be completed.
• A district Incident Report should accurately and completely describe an incident.
• An annual analysis should be made of all incidents.
• The analysis should focus on the causes of the incidents and how they could have been prevented.
• Security officers should be involved in the analysis.
• Record Keeping – The district should keep and maintain records of abuse, verbal attack, and aggressive actions which are threatening to the employee, even if it does not result in an injury.

Health & Safety

GUIDELINES FOR LOCAL LEADERS
Bloodborne pathogens

Security officers often risk on-the-job contact with blood and other body fluids in their work with students. These materials may contain pathogens, organisms that can cause serious disease. The Bloodborne Pathogen Standard was created to protect employees with anticipated occupational exposure to these organisms.

What is the PEOSH Bloodborne Pathogen Standard?

In 1991, the federal OSHA adopted the Bloodborne Pathogen Standard that protects workers in the private sector who come in contact with blood or other body fluids that may cause serious disease. The following are of major concern:

- Hepatitis B virus (HBV)
- Hepatitis C virus (HCV)
- Human immunodeficiency virus (HIV), the cause of Acquired Immunodeficiency Syndrome (AIDS)

In 1993, the federal OSHA Standard was adopted under the New Jersey Public Employees Occupational Safety and Health (PEOSH) Act to protect public employees in New Jersey.

What are the major requirements?

- The employer must provide an exposure control plan that includes:
  - Job classifications of those responsible for clean-ups.
  - Schedule and methods for implementing the requirements of the standard.
  - Procedures for documenting the circumstances surrounding an employee’s exposure.
  - Methods to prevent exposure:
    - Universal precautions require the handling of all potentially infectious materials as if they were contaminated.
    - Engineering controls used to contain or remove hazardous materials such as puncture resistant containers or splash guards.
    - Work practice procedures and the equipment to implement them.
  - Hepatitis B vaccinations for all employees who have anticipated exposure to blood or other bodily fluids.
  - Medical evaluation and follow-up for all employees who are exposed.
  - Employee training for all employees with the potential for exposure.
  - Confidential records about employee exposures must be kept for the length of employment plus 30 years.

For Assistance:

- Contact your association representative immediately. Your local or the NJEA UniServ office can help you with Workers’ Compensation. You are entitled under state law (N.J.S.A.18A:30-2.1) "...to full salary without loss of sick days for up to one year..." and all medical treatment.

What your association can do:

- Form a health and safety committee to monitor conditions in the workplace.
- Negotiate health and safety language.
- File grievances regarding unsafe conditions using existing contract language.
- See that training is provided through inservice days.
- Negotiate for job classifications with the N.J. Public Employee Occupational Safety and Health Act (PEOSH).
- Work with parent and community groups to eliminate and/or prevent hazardous conditions.

For more information

New Jersey Healthy School Facility Environments

Access to the online resources of seven New Jersey state agencies and federal agencies on issues such as indoor air quality, mold, hazardous substances, and construction dust and noise.

EPA Healthy Schools, Healthy Kids
https://www.epa.gov/schools

EPA Healthy Schools, Healthy Kids is a gateway to online resources to help facility managers, school administrators, architects, design engineers, school nurses, parents, teachers, and other staff to address environmental health issues in schools.

New Jersey Education Association (NJEA)
180 West State Street
Trenton, NJ 08607-1211
609 599 4561
njtea.org click on Issues for Health and Safety

National Education Association (NEA)
1201 16th Street, NW
Washington, DC 20036-3290
202 833 4000
www.nea.org
http://nea.healthyfutures.org

PEOSH – NJ Dept. of Health (Health hazards complaints)
PO Box 360
Trenton, NJ 08625-0360
609 984 1863
http://nj.gov/health/peosh

PEOSH – NJ Dept. of Labor and Workforce Development (Safety hazards and discrimination complaints)
PO Box 386
Trenton, NJ 08625-0386
609 633 3896/800 624 1644
http://www.nj.gov/health/workplacehealthandsafety/peosh/complform.shtml

New Jersey Work Environment Council (WEC)
(Labor, community, environment coalition)
7 Dunmore Ave., First Floor East
Ewing, NJ 08618
609 352 6100
E-mail: info@njwec.org
www.njwec.org

The New Jersey Work Environment Council (WEC) prepared this factsheet under the direction of the NJEA. Based in Trenton, WEC provides NJEA and other organizations with technical assistance and training about workplace and environmental hazards.