

STAFF HEALTH, PROTECTION AND SAFETY

Through its overall safety program and various policies pertaining to school personnel, the School Committee will seek to assure the safety of employees during their working hours and assist them in the maintenance of good health.

The school district will be vigorous in its protection of all employees from physical and/or psychological abuse. Any employee who is threatened with harm is to notify his/her principal/head of upper school or other supervisor immediately, and steps are to be taken at once to protect the employee's safety. Further, the school district shall provide indemnification for legal costs and claims against employees in such circumstances as set forth by Massachusetts General Laws, chapter 41, Section 100C.

The Superintendent may require an employee to submit to a physical examination by a physician appointed by the school district whenever that employee's health appears to be a hazard or otherwise appears to threaten the health, safety or welfare of children or others in the school district, when a doctor's certificate is needed to verify need for sick leave, or in accordance with the terms of applicable collective bargaining agreements and side letter agreements as then in effect. Additionally, in all cases of contagious diseases affecting persons in the public schools the rules of the Board of Health of the City of Cambridge, so far as they may apply, shall be strictly observed.

LEGAL REF.: M.G.L.c. 71, §§54, 55 & 55C

Adopted: September 16, 2014