

# Employer Responsibilities: Safe Workplace

WAC 296-800-110

## Summary

### YOUR RESPONSIBILITY:

**To provide a safe and healthy workplace free from recognized hazards**

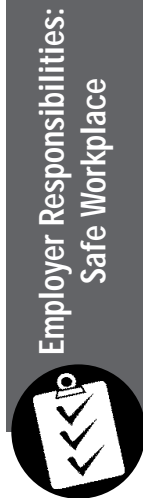
### Important:

Use these rules where there are no specific rules applicable to the particular hazard.

### You must

Provide a workplace free from recognized hazards WAC 296-800-11005 .....	Page 110-3
Provide and use means to make your workplace safe WAC 296-800-11010 .....	Page 110-3
Prohibit employees from entering, or being in, any workplace that isn't safe WAC 296-800-11015 .....	Page 110-4
Construct your workplace so it is safe WAC 296-800-11020 .....	Page 110-4
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Establish, supervise, and enforce rules that lead to a safe and healthy work environment that are effective in practice WAC 296-800-11035 .....	Page 110-5

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# Employer Responsibilities: Safe Workplace

WAC 296-800-110

## Summary

### WAC 296-800-110 (Continued)

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**Note:**

Employees may discuss and participate in any WISHA safety and health related practice and may refuse to perform dangerous tasks without fear of discrimination. Discrimination includes: dismissal, demotion, loss of seniority, denial of a promotion, harassment, etc. See Chapter 296-360 WAC, Discrimination pursuant to RCW 49.17.160, for a complete description of discrimination and the department's responsibility to protect employees.



# Employer Responsibilities: Safe Workplace

WAC 296-800-110

## Rule

### WAC 296-800-11005

#### Provide a workplace free from recognized hazards

##### You must

- Provide your employees a workplace free from recognized hazards that are causing, or are likely to cause, serious injury or death.



##### Note:

A hazard is recognized if it is commonly known in the employer's industry, or if there is evidence that the employer knew or should have known of the existence of the hazard, or if it can be established that any reasonable person would have recognized the hazard.

### WAC 296-800-11010

#### Provide and use means to make your workplace safe

##### You must

- Provide and use safety devices, safeguards, and use work practices, methods, processes, and means that are reasonably adequate to make your workplace safe.
  - Don't remove, displace, damage, destroy or carry off any safety device, safeguard, notice or warning, furnished for use in any employment or place of employment.
  - Don't interfere with use of any of the above.
  - Don't interfere with the use of any method or process adopted for the protection of any employee.
  - Do everything reasonably necessary to protect the life and safety of your employees.





# Employer Responsibilities: Safe Workplace

WAC 296-800-110

## Rule

### WAC 296-800-11015

**Prohibit employees from entering, or being in, any workplace that isn't safe**

#### You must

- Prohibit employees from entering, or being in, any workplace that isn't safe.

### WAC 296-800-11020

**Construct your workplace so it's safe**

#### You must

- Not construct, or cause to be constructed, a workplace that isn't safe.
  - This rule applies to employers, owners, and renters of property used as a place of employment.

### WAC 296-800-11025

**Prohibit alcohol and narcotics from your workplace**

#### You must

- Prohibit alcohol and narcotics from your workplace, except in industries and businesses that produce, distribute, or sell alcohol and narcotic drugs.
- Prohibit employees under the influence of alcohol or narcotics from the worksite.



#### Exemption:

Employees who are taking prescription drugs, as directed by a physician or dentist, are exempt from this section, if the employees aren't a danger to themselves or other employees.

# Employer Responsibilities: Safe Workplace

WAC 296-800-110

## Rule

### WAC 296-800-11030

#### Prohibit employees from using tools and equipment that aren't safe

##### You must

- Take responsibility for the safe condition of tools and equipment used by employees.



##### Note:

This applies to all equipment, materials, tools, and machinery whether owned by the employer or under control of another firm or individual.

### WAC 296-800-11035

#### Establish, supervise, and enforce rules that lead to a safe and healthy work environment that are effective in practice

##### You must

- Establish, supervise, and enforce rules that lead to a safe and healthy work environment that are effective in practice.





# Employer Responsibilities: Safe Workplace

WAC 296-800-110

## Rule

WAC 296-800-11040

### Control chemical agents

#### You must

- Control chemical agents in a manner that they won't present a hazard to your workers  
or
- Protect workers from the hazard of contact with, or exposure to, chemical agents



**Note:**

Pesticides are considered to be chemical agents. As required by this rule, you must control them or provide protection to workers from exposure to pesticide hazards. Pesticide manufacturers supply precautionary statements in the information provided with the pesticide that tells you how to protect your workers from these hazards.

WAC 296-800-11045

### Protect employees from biological agents

#### You must

- (1) Protect employees from exposure to hazardous concentrations of biological agents that may result from processing, handling or using materials or waste.



**Note:**

- Potential exposure to biological agents occurs during cleanup, or other tasks, where employees handle:
  - { 2 Animals or animal waste
  - { 2 Body fluids
  - { 2 Biological agents in a medical research lab
  - { 2 Mold or mildew
- Check the Center of Disease Control website ([www.cdc.gov](http://www.cdc.gov)) to find published guidelines and information on safe handling and protection from specific biological agents (examples: Hantavirus, TB).

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# Employer Responsibilities: Safe Workplace

WAC 296-800-110

## Rule

### WAC 296-800-11045 (Continued)

#### You must

#### (2) Warn employees of biohazards

- Use signs, tags, or labels to identify:
  - {<sup>2</sup> The actual or potential presence of a biohazard
- and**
- {<sup>2</sup> Equipment, containers, rooms, materials, experimental animals, or any combinations of these that contain viable hazardous agents.

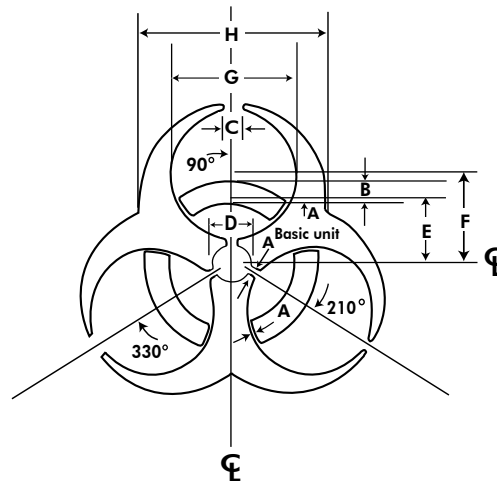


#### Definition

Biohazard means those infectious agents presenting a risk or potential risk of death, injury or illness to employees.

#### You must

- Make sure the sign, tag, or label includes the biohazard symbol that is designed and proportioned in the illustration that follows.



Dimension	A	B	C	D	E	F	G	H
Units	1	3½	4	6	11	15	21	30

Symbol for Biological Hazard

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<http://www.lni.wa.gov/>



# Employer Responsibilities: Safe Workplace

WAC 296-800-110

## Rule

### WAC 296-800-11045 (Continued)

#### You must

- Make sure that there is sufficient contrast for the symbol to be clearly defined, if the sign, tag, or label has a background color.



#### Reference:

Additional requirements for biohazard signs, tags, and labels may apply. See WAC 296-823-14025 and WAC 296-823-18040 of the Bloodborne Pathogens book.



#### Note:

- It's recommended that the sign, tag or label have a key color of fluorescent orange or orange-red and lettering or symbols in a contrasting color.
- Appropriate wording may be used in association with the symbol to indicate:

{ 2 The nature or identity of the hazard

{ 2 Name of individual responsible for its control

{ 2 Precautionary information

**or**

{ 2 Other information.

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