1.0 OBJECTIVES
The implementation of the Safety and Health policy is to assure safe and healthful working conditions for working men and women; by authorizing enforcement of the programs developed under the Policy; by assisting and encouraging all Choctaw Nation divisions in their efforts to assure safe and healthful working conditions; by providing for research, information, education, and training in the field of occupational safety and health.

All information formulated through audits, investigations, observations, and any other activities related to workplace safety is proprietary to the Choctaw Nation. No information related to these activities will be subject to review by any regulatory agency other than the Choctaw Nation. Nor shall such information be used as evidence in any proceeding against the Choctaw Nation by any person or entity. As a sovereign Tribal Government the Choctaw Nation has established this policy to protect the health and well-being of our associates and will have sole responsibility to enforce said policy.

2.0 PURPOSE and SCOPE
This Policy shall apply with respect to employment performed in a workplace of the Choctaw Nation of Oklahoma.

3.0 REGULATORY OVERVIEW
The Choctaw Nation will maintain an occupational safety and health program conforming to the best practices of similar Tribal organizations, as well as applicable federal and state agencies related to worker safety. The Choctaw Nation of Oklahoma will utilize existing standards, codes, and regulations to maintain the highest level of worker safety. The Choctaw Nation being a sovereign Tribal Government will be the Authority Having Jurisdiction on all matters pertaining to Occupational Safety & Health.

4.0 DEFINITIONS
A. Repeat Violation: Any employer/associate who fails to correct a violation for which a citation has been issued within the period permitted for its correction.
B. Willful Violation: Any employer/associate who has purposely violated a requirement of this Policy, of any standard, or of any regulations prescribed pursuant to this Policy.
C. Serious Violation: Any employer/associate who has violated a requirement of this Policy, of any standard, or of any regulations prescribed pursuant to this Policy that could have caused serious injury or death.
D. Other than Serious Violation: Any employer/associate who has violated a requirement of this Policy, of any standard, or of any regulations prescribed pursuant to this Policy that could have caused minor injury.
E. CNOSH: Choctaw Nation Occupational Safety & Health
F. NISOH: National Institute for Occupational Safety & Health
G. NFPA: National Fire Protection Association
H. ANSI: American National Standards Institute

5.0 REQUIREMENTS
It shall be the responsibility of the Office of Occupational Safety & Health to establish and maintain an effective and comprehensive occupational safety and health program.

The Safety & Health Program consists of individual safety programs designed to address specific hazards and risks involved with daily operations across the Choctaw Nation.

As operational processes change or new processes are developed the individual programs will be reviewed and revised to meet the needs. New programs may be added as well to address new or changing hazards in the workplace. The Safety & Health program includes:

1. Bloodborne Pathogen Exposure Control Program
2. Automotive Repair Shop Safety Program
3. Aerial Lift Safety Program
4. Excavation Safety Program
5. Confined Space Safety Program
6. Electrical Safety Program
7. Fire Prevention Safety Program
8. Fleet Safety Program
9. Flammable Liquids Safety Program
10. Fall Protection Safety Program
11. Hazardous Waste Safety Program
12. Hazard Communication Safety Program
13. Utility Vehicle Safety Program
14. Hearing Conservation Safety Program
15. Hazardous Materials Safety Program
16. Powered Industrial Truck Safety Program
17. Personal Protective Equipment Safety Program
18. Incident Investigation Safety Program
19. Housekeeping Safety Program
20. Respiratory Protection Safety Program
21. Lockout-Tagout Safety Program
22. Ladder Safety Program
23. Job Hazard Analysis Safety Program
24. Scaffold Safety Program
25. Safety Compliance Audit Program
26. Site Safety Coordinator Program
27. Safety Committee Program
28. Construction Safety Program
29. Emergency Policies and Procedures
30. Hand/Power Tool Safety Program
31. Safety Training Program
32. Safety Recognition Program
33. Ergonomics Program
34. Right-to-Refuse Program
35. Reserved

6.0 ROLES and RESPONSIBILITIES
A. Provide a place of employment which is free from recognized hazards that are causing or are likely to cause death or serious physical harm to his/her associates; and shall comply with occupational safety and health programs and training requirements within this Policy
B. Associates shall comply with occupational safety and health programs and all rules, regulations, and orders issued pursuant to this Policy which are applicable to his/her own actions and conduct.

7.0 PROCEDURES
A. In order to carry out the purposes of this Policy, the Office of Occupational Safety & Health is authorized:
   i. to enter without delay and at reasonable times any factory, plant, establishment, construction site, or other area, workplace or environment where work is performed by an associate of the Choctaw Nation.
   ii. to inspect and investigate during regular working hours and at other reasonable times, and within reasonable limits and in a reasonable manner, any such place of employment and all pertinent conditions, structures, machines, apparatus, devices, equipment, and materials therein.
   iii. to halt any work activity which is found to be immediately dangerous to life and health
B. Any associate who believes that a violation of a safety or health standard exists that threatens physical harm, or that an imminent danger exists, may request an inspection by giving notice to the Office of Occupational Safety & Health.

8.0 DOCUMENT MANAGEMENT and REPORTING
A. If, upon inspection or investigation, the Office of Occupational Safety & Health believes that an employer has violated a requirement of this Policy, of any standard, or of any regulations prescribed pursuant to this Policy, he shall with reasonable promptness issue a citation to the employer. Each citation shall be in writing and shall describe with particularity the nature of the violation, including a reference to the provision of the Policy, standard, rule, or regulation to have been violated. In addition, the citation shall define a reasonable time for the abatement of the violation.
B. If, upon inspection or investigation, the Office of Occupational Safety & Health believes that an associate has violated a requirement of this Policy, of any standard, or of any regulations prescribed pursuant to this Policy, he shall with reasonable promptness issue a citation to the associate. Each citation shall be in writing and shall describe with particularity the nature of the violation, including a reference to the provision of the Policy, standard, rule, or regulation to have been violated.
C. Due to the organizational structure of the Choctaw Nation, monetary fines will not be assessed to employers/associates within the structure of the Tribe. Instead, proposed fines will be documented and communicated as potential losses the employer could expect. In the same manner, proposed disciplinary actions for associate violations will be documented and communicated to the employer. The use of this information will be at the discretion of Chief, Asst. Chief, and Senior Executive Officers of the Tribe.

i. The monetary value of fines will be decided by the Safety Council Review Board based on the severity of the violation.

ii. Disciplinary action related to associate violations will be discussed with Human Resources and the associate’s Supervisor.

9.0 TRAINING

It shall be the responsibility of the Office of Occupational Safety & Health to develop and maintain an effective and comprehensive occupational safety and health training program.

The Safety & Health Training Program consists of individual safety topics designed to address specific hazards and risks involved with daily operations across the Choctaw Nation.

As operational processes change or new processes are developed the individual training programs will be reviewed and revised to meet the needs. New training programs may be added as well to address new or changing hazards in the workplace. The Safety & Health training programs will be associated with the Programs listed in section VIII of this policy.

All training topics within the Training Program are required and will be assigned in association with the job duties being performed. It shall be the responsibility of the associate’s supervisor to assign and monitor the progress of required trainings. Failure to assign/attend required trainings will be subject to section 6 of this policy. Refer to the Occupational Safety & Health Training Catalog for a detailed listing of training courses.

10.0 REGULATORY and INDUSTRY REFERENCES

A. Reference Codes

i. CNOSH 2110 Standards for General Industry

ii. CNOSH 2126 Standards for Construction Industry

iii. CNOSH 2128 Standards for Agriculture Industry

iv. NIOSH

v. ANSI

vi. NFPA