

# RUSSIAN RIVER CEMETERY DISTRICT

TITLE: Personal Protective Equipment (PPE)	DATE: 7/15/2025
ADOPTED: 7/15/2025	AMENDED:
SIGNATURE:	AMENDMENT NO.

## 1. Purpose

The purpose of this policy is to ensure the safety of employees of the Russian River Cemetery District by providing and requiring the use of personal protective equipment (PPE) in accordance with applicable Cal/OSHA regulations (Title 8, CCR Sections 3380–3385).

## 2. Scope

This policy applies to all employees who perform tasks that may expose them to physical, chemical, or biological hazards, including but not limited to: landscaping, grave digging, equipment operation, pesticide application, and maintenance work.

## 3. Responsibilities

District Supervisors are responsible for:

- - Conducting and documenting hazard assessments for each task.
- - Selecting and providing appropriate PPE at no cost to employees.
- - Ensuring employees are trained in the use and care of PPE.
- - Enforcing compliance with PPE requirements.

Employees are responsible for:

- - Wearing PPE as required.
- - Maintaining PPE in a clean and functional condition.
- - Reporting damaged or missing PPE to their supervisor immediately.

## 4. Required PPE by Task

Task	Required PPE
Mowing, Trimming, Blowing	Safety glasses or face shield, ear protection, gloves, sturdy footwear
Tree Trimming or Removal	Hard hat, safety glasses, gloves, sturdy footwear
Grave Digging or Filling	Gloves, sturdy footwear, dust mask (if dry), eye protection

Pesticide or Herbicide Use	Chemical-resistant gloves, goggles, respirator (if required), protective coveralls
General Grounds Maintenance	Gloves, eye protection, sturdy footwear
Use of Power Tools/Chainsaw	Eye and hearing protection, gloves, sturdy footwear, face shield, chaps (if applicable)
Trash or Waste Handling	Gloves, eye protection
Exposure to Bodily Fluids	Disposable gloves, face mask, eye protection, apron or protective suit

## 5. Training

All employees will receive training on:

- When PPE is necessary
- What PPE is required
- How to properly wear, adjust, and remove PPE
- PPE limitations
- PPE care, maintenance, and disposal

Training will be provided upon hire, when new hazards are introduced, and annually thereafter.

## 6. PPE Maintenance and Replacement

- PPE must be kept clean and in good condition.
- Damaged or worn PPE must be replaced immediately.
- The District will provide replacement PPE at no cost to the employee.

## 7. Non-Compliance

Failure to use required PPE may result in disciplinary action, up to and including termination, depending on the severity and recurrence of the violation.