

**Linn Benton Lincoln  
Education Service District**

Code: **EBBB**  
Adopted: 7/8/98  
Revised: 9/12/17

## **Injury/Illness Reports**

The ESD shall promptly and thoroughly investigate issues surrounding an on the job injury, illness or accident.

All injuries/illnesses sustained by the employee while in the actual performance of the duty of the employee occurring on ESD premises, in ESD vehicles, at ESD sponsored activities or involving staff who may be elsewhere on ESD business, will be reported immediately to a supervisor. A written report will be submitted within 24 hours to Human Resources. Reports will cover property damage as well as personal injury.

In the event of a work-related<sup>1</sup> illness or injury to an employee resulting in overnight hospitalization for medical treatment<sup>2</sup> other than first aid, Human Resources shall inform the Oregon Occupational Safety and Health Division (OR-OSHA). A report will be made within 24 hours after notification to the ESD of an illness or injury. Fatalities or catastrophes<sup>3</sup> shall be reported within eight hours.

All injuries/illnesses sustained by the employee while in the actual performance of the duty of the employee will be promptly investigated. As a result of the investigation any corrective measures needed will be acted upon.

Monthly records will be maintained. An analysis of the data and trends will be made at least annually.

The Board will receive reports on serious injuries/illnesses and periodic statistical reports on the number and types of injuries/illnesses in the ESD, as well as on the measures being taken to prevent such injuries/illnesses in the future.

**END OF POLICY**

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<sup>1</sup>An injury or illness is work-related in an event or exposure in the work environment caused or contributed to the condition or significantly aggravated a preexisting condition.

<sup>2</sup>Medical treatment includes managing or caring for a patient for the purpose of combatting disease or disorder. The following are not considered medical treatment: visits to a doctor or health-care professional solely for observation or counseling; diagnostic procedures including administering prescription medications used solely for diagnostic purposes; and any procedure that can be labeled first aid.

<sup>3</sup>A catastrophe is an accident in which two or more employees are fatally injured, or three or more employees are admitted to a hospital or an equivalent medical facility.

**Legal Reference(s):**

[OAR 437-001-0015](#)  
[OAR 437-001-0700](#)  
[OAR 437-001-0760](#)

[ORS 339.309](#)  
[OAR 437-002-0377](#)  
[OAR 581-024-0275](#)