



Job Hazard Assessment Medical Services

*(for specifics see below)

550 E. Hospitality Lane, Suite 200, San Bernardino, CA 92408
Phone: 909-388-6900 • www.sbccd.edu

Job Title(s):	This 'Job Hazard Assessment' applies to the following job classification(s) within the San Bernardino Community College District: Medical Services
Date:	March 2025
Reviewed by:	Office of Human Resources, Safety & Risk Management Department

Applicable Personal Protective Equipment (PPE) Required as per the Assigned Job Duties:	
- District-Approved Close-toed and Non-slip Shoes - Face Shield	- Gloves (nitrile/neoprene) - Respiratory Protection - Safety Glasses/Goggles

Required Trainings:	
- Back Safety - Bloodborne Pathogens - Chemical Hygiene - Chemical Spills - Driving/Transportation - Ergonomics - Fire Prevention	- Hazard Communication - Heat Illness Prevention - Injury and Illness Prevention - Personal Protective Equipment - Slips, Trips, and Falls - Venomous Snake Awareness - Wildfire Smoke Protection
Equivalent training may be provided through required certifications and can be accepted in lieu of District created training so long as these certifications are maintained current.	
This is not an exhaustive list of all training that will be required for this job classification(s), only of the training that is directly related to the job hazards.	

TASK	POTENTIAL HAZARDS	CONTROLS
This column identifies specific tasks which may expose employees to potential hazards. *Tasks are listed from the highest likelihood of occurrence to the lowest.	This column identifies hazards employees may encounter while completing assigned tasks. These hazards may cause injury or illness to employees when not properly mitigated or prevented through appropriate safety measures.	This column identifies control measures which when followed may help prevent or control identified potential hazards.



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TASK	POTENTIAL HAZARDS	CONTROLS
1. Handling chemicals, including but not limited to medical ointments and cleaning supplies for surface wiping/cleaning.	Toxic/chemical exposure, burns, rashes, and other human hazards.	• Complete and adhere to Chemical Hygiene, Chemical Spills, Personal Protective Equipment, and Hazard Communication trainings. • Refer to each product's SDS to determine the appropriate respiratory protection and other PPE requirements. • Wear appropriate PPE such as face shield, safety glasses/goggles, respiratory protection, and nitrile gloves. Replace PPE when damaged. • Ensure adequate ventilation is available to minimize exposure to all potential airborne hazards including, but not limited to odors, gases, powders, aerosols, and irritants. Open doors/windows/vents to help with air movement. • Follow manufacturer's instructions for product's appropriate application, storage, and disposal. • Store chemicals in appropriately marked and maintained locations to ensure proper storage temperatures and environments. • Do not ingest chemicals. • Avoid breathing in chemical vapors and nuisance/respirable dusts. • Avoid direct contact with bare skin. • Wash hands regularly, after handling chemicals and removing PPE.
2. Frequent standing and walking across work sites.	Strain, sprain, discomfort, temporary or permanent injury.	• Complete and adhere to Back Safety training. • Perform ergonomic stretches as needed and approved by manager. • Encourage and maintain good standing posture — feet should be about shoulder-width apart, with weight evenly distributed on your feet. • Stand tall with your shoulders upright and avoid leaning weight onto one side. • Take seated breaks to release back compression as approved by manager.



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TASK	POTENTIAL HAZARDS	CONTROLS
3. Frequent lifting, carrying, pushing, and/or pulling of light to heavy amounts of weight up to, and including persons.	Strain, sprain, discomfort, temporary or permanent injury.	• Complete and adhere to Back Safety training. • Use a step stool to safely reach/lift and request assistance to reach any objects other than what can be safely reached/lifted. • Store heavy equipment and items on lower shelves/storage units. • Avoid placing equipment higher than can be safely reached. • When carrying objects, ensure to hold objects close to the center of the body, with arms and elbows tucked close to the body before moving. • Use proper lifting techniques, lifting with bent knees using leg and an upright/straight back. • Use the palms of your hands and fingers to grip the load. • Avoid bending down into non-ergonomic body contortions. When needed, bend or squat, bend with the knees and waist (hinge) to avoid back strain. • Check your route for clearances and obstacles. • Breakdown large & heavy objects to make them more manageable. • Team lift large and/or heavy objects that cannot be broken down. • Work directly in front of you. Do not twist your body while carrying a load. • Use a dolly or cart when feasible, to push not pull a heavy load. • For additional lifting guidance, contact your manager.
4. Exposure to biohazards, (i.e., bodily and/or unknown fluids, etc.).	Exposure to bodily fluids, toxin/chemicals, and/or waste, and other human hazards.	• Complete and adhere to Bloodborne Pathogen Full training. • Wear appropriate PPE such as face shield, nitrile gloves and safety glasses/goggles. • Do not touch bare skin and/or face while handling fluids. • Report and provide appropriate warning signage in ongoing areas of exposure to biohazards (i.e., bodily and/or unknown fluids). • Seal waste containing biohazards at disposal, do not leave bags out in open. • Always wash hands upon completion of task with exposure. • For additional guidance about hazardous materials, contact your Hazardous Waste Management Plan designee.



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5. Using and/or maintaining sharp tools and equipment (i.e., needles, etc.)	Cuts, punctures, lacerations.	• Maintain a full understanding, and adhere to, proper instrument techniques to ensure safe use. Direct questions to manager before attempting task. • Use the right tool for the job and only use the tool the way it was designed. • Wear PPE such as nitrile gloves and safety glasses/goggles. • Do not use instruments, devices, and/or equipment that is damaged and report any instruments, devices, and/or equipment that needs repair or replacement. • Ensure equipment blades are sharp and replace blades if dull. • Dispose of sharps in accordance to facility specific procedures (i.e., bins, etc.). • Work in a well-lit space. • Ensure all guards and safety devices are in place and functioning properly (e.g., needle covers, etc.). • If possible, use appropriate mechanical device to hold item in place. • Cut away from body and make sure no body parts are in the cutting path. • Do not use excessive pressure when cutting. • Maintain active awareness of direct tasks and surroundings when completing a task using sharp instruments, devices, and/or equipment. • If the equipment involves moving parts, do not wear loose-fitting clothes that could get caught in moving parts and tie hair back if necessary. • Unplug mechanical devices and/or equipment before dislodging items, disassembling, or cleaning. • Never reach towards a blade or into any sharp part of the equipment. • Never try and catch a falling tool. • If instrument has a retractable blade, retract blade immediately after use. • Store equipment appropriately. Place equipment at the back of a counter when not in use, with blades covered or sharp edges away from you.



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6. Handling/managing drugs/medications (both prescription and over the counter).	Exposure to chemical/toxins, burns, rashes, and other human hazards.	• Wear appropriate PPE such as nitrile gloves and respiratory protection. • Maintain a full understanding of medication details and proper administration for all medications being handled. • Store medications in appropriately marked and maintained locations to ensure proper storage temperatures and environments. • Do not ingest any unknown and/or unprescribed medications. • Properly handle and dispose of all medical substances appropriately.
7. Onsite work before or after regular worksite hours.	Unauthorized entry, unknown intruders, and lack of immediate assistance.	• Inform District Police or your manager when working before or after regular worksite hours. • Secure doors and windows when working alone before or after regular worksite hours. • Avoid dimly lit areas. • Utilize the Safe SBCCD smartphone application or call District Police for an escort should you feel unsafe. • Report suspicious or unusual behavior to District Police.
8. Environmental hazards.	Cuts, bruises, sprains, strains, broken bones, head trauma, and other similar temporary or permanent injuries.	• Open only one drawer at a time and close when finished to prevent file cabinets from tipping. • Place storage/furniture to allow for appropriate flow of traffic in office space. • Maintain awareness of surroundings when traveling through office to avoid collisions into furniture/fixtures or people. • Identify sharp edges of furniture/fixtures and cover when available. • Avoid using furniture/fixtures or equipment that is damaged and report any furniture/fixtures or equipment that needs repair or replacement.



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9. Slip, trip, and fall hazards (both indoors and outdoors).	Cuts, bruises, sprains, strains, broken bones, head trauma, and other similar temporary or permanent injuries.	• Complete and adhere to Slips, Trips, and Falls training. • Wear appropriate PPE such as district-approved close-toed and non-slip shoes. • Request assistance from facilities to reach any objects stored higher than what can be safely reached on a step stool. • Avoid and report wet or slippery areas with a wet floor sign, and report any slip, trip, or fall hazards immediately. • Keep walkways clear and well-lit. • Secure items stored on the top shelf of storage cabinets. • Close storage drawers and put away step stools/other equipment after use. • Use cord covers when cords are located in walkways.
10. Use of electrical equipment (i.e., GFCI's, stimulation therapy, Automated External Defibrillator/AED, etc.).	Electric shock, fires, bodily injury.	• Inspect equipment, including electrical cords before use, to ensure safety devices and equipment are in good condition and functioning properly. • Ensure AEDs are inspected monthly and are in good condition. • Do not use equipment that is damaged and report any equipment that requires repair or replacement. • Avoid having open liquid containers near electrical panels and equipment and be cautious when liquids are present nearby. • Do not plug or unplug electric equipment when hands or body are wet. • Disconnect equipment from power source before servicing. • Use ground-fault circuit interrupters (GFCI's) where necessary. • Do not daisy-chain extension cords (i.e., plugging in an extension cord into another extension cord for extended use). • Use cord guards when necessary and make sure cords are not in an area where trips or tangles are possible. • Pull plug from the head, not the cord.



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11. Working around moving vehicles (e.g., traffic control, incidents near traffic, etc.).	Cuts, bruises, sprains, broken bones, head trauma, exposure to harmful chemicals, fires and explosions.	• Identify and adhere to designated vehicle routes and walking areas. • Maintain awareness of surroundings when working around vehicles to avoid walking in non-designated areas and/or collisions into people or vehicles. • Do not be distracted by hand-held radio/phone while near vehicles. • Keep vehicle routes and walking areas free of obstructions (with spills or new obstructions being cleaned up promptly). • Maintain adequate and accurate barriers or signage of routes and hazards.
12. Operating a vehicle.	Cuts, bruises, sprains, broken bones, head trauma, exposure to harmful chemicals, fires and explosions.	• Complete and adhere to all appropriate Driving/Transportation trainings. • Wear a seatbelt while in a vehicle. • Follow traffic rules and laws. • Maintain full awareness of surroundings while operating a vehicle (i.e., checking mirrors, blind spots, etc.). • Use defensive driving techniques (i.e., maintaining awareness of surroundings, keep distance, monitor speed to legal limits, etc.) to anticipate and avoid dangerous driving situations. • Park in authorized spaces and do not obstruct traffic. • Do not use hand-held radio/phone while operating vehicles. • Never leave a vehicle unattended while the engine is still running. • Place the car in park gear and engage the emergency brake before exiting. • Turn off the engine and allow for the vehicle to sufficiently cool down before touching engine and related components. • Maintain awareness when filling fuel tanks to ensure no spills. • Never use a source of fire or sparks (i.e., smoking, cell phones, etc.) when refueling.



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13. Occasional computer and clerical work.	Eye strain due to improper lighting or excess screen time on computers.	• Use adequate lighting adjustments to the individual as needed. • Use "No Glare" screens where possible or adjust the placement of the monitor to eliminate glare. • Encourage use of "Blue-Light" glasses to protect eyes and reduce the amount of ultraviolet light exposure. • Follow the 20/20/20 rule. For every 20 consecutive minutes looking at a computer monitor, look at something 20 feet away, for 20 seconds.
14. Occasional static postures, and/or repetitive movements.	Strain, sprain, discomfort, temporary or permanent injury. Carpal Tunnel Syndrome from writing and typing.	• Complete and adhere to Ergonomics training. • Perform ergonomic stretches as needed and approved by manager. • Adjust workstation to personal settings that align with ergonomic standards. • Ensure the computer monitor is adjusted to allow neutral lines of eyesight.
15. Occasional work outside.	Heat-related illness, sunburn, cold-related illness, frostbite, wildfire, severe weather (i.e., wind, rain, etc.).	• Complete and adhere to the Heat Illness Prevention, Wildfire Smoke Prevention, and Venomous Snake Awareness trainings. • When possible, work during times of day with cooler temperatures. • Welcome to bring weather appropriate gear, such as sun-protective gear (i.e., hat, sunscreen, cooling rags) or layered clothing (i.e., gloves, jackets, etc.). • Drink plenty of water and supplement with electrolytes when needed. • Take rest breaks as needed and approved by manager. • Encourage manager-approved modifications of procedures that align with current weather conditions (i.e., air quality, wind, rain, lightning storms, etc.). • Use appropriate PPE such as district-approved close-toed and non-slip shoes and respiratory protection.



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16. Fire safety and emergency preparedness.	Various human health and life hazards.	• Complete and adhere to Fire Prevention training. • Know where fire extinguishers and other emergency safety equipment are located at in work areas. • Know emergency routes and emergency preparedness plans. • Always keep all exits and stairways free and clear of obstructions. • Participate in mock emergency drills.

***Note:** This Job Hazard Assessment Form applies to the following job classification(s) within the San Bernardino Community College District: Associate Dean – Health Sciences & Director of Nursing, Associate Dean – Public Safety/Allied Health, College Nurse, Laboratory Assistant I – Emergency Medical Services (EMS), Laboratory Assistant II – Allied Health, Nurse Practitioner, Professor – Emergency Medical Services, Professor – Nursing, Professor – Pharmacy Technology, and Professor – Respiratory Care.



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Safety trainings required based on Representative Skilled Duties:

	Regulation	Medical Services (5 hours 29 minutes)	Time (min)	Frequency
Safety	Cal/OSHA Title 8 - 5193(g)(2)	Bloodborne Pathogens (Full Course)	26	Initial + Annually
	Cal/OSHA 5191(f)	Chemical Hygiene Plan	25	One-Time
	Cal/OSHA 5191(f)	Chemical Spills Overview	24	One-Time
	SBCCD AP 7420	Defensive Driving	60	One-Time
	Cal/OSHA 3395, 3396	Heat Illness Prevention	23	Initial + Annually
	Cal/OSHA 3380(c)	Personal Protective Equipment	60	One-Time
	SBCCD AP 7420	Utility Cart Safety	19	One-Time
	Cal/OSHA 3362	Venomous Snake Awareness	34	One-Time
	Cal/OSHA 5141.1(c)	Wildfire Smoke Protection	25	One-Time
TOTAL MINUTES		296 minutes (4 hours 56 minutes)		
HR	HIPAA 1173(d)(1)(A)(iii)	HIPAA Overview**	16	Initial + Annually
	FERPA Title 34(99)	FERPA Confidentiality of Records**	17	Initial + Annually
TOTAL MINUTES		33 minutes		

***NOTE:** Equivalent training may be provided through required certifications and can be accepted in lieu of District created training so long as these certifications are maintained current. All employees must complete required training to ensure they can safely perform their assigned duties. These trainings will be assigned at the time of hiring, when entering a different position with new assigned duties, and periodically throughout their employment. Training may also be assigned periodically due to updates in policies or procedures and/or following any injuries or instances of non-compliance, etc. The outlined frequency represents the minimum training intervals required following hiring to maintain competence and compliance.

****NOTE:** The indicated trainings are required annually per District Clinical Affiliation Agreements. Additionally, it is standard in the healthcare sector to provide staff with annual HIPAA and FERPA trainings to ensure ongoing security and awareness of record maintenance.