

CAROLINA FAMILY HEALTH CENTERS, INC. POLICY

TITLE: OSHA-100 General Duty Cause

EFFECTIVE DATE: January 29, 2026

SECTION: OSHA

REFERENCE PROCEDURE:

OSHA-100.01 Recording Work-Related Injuries and Illness

OSHA-100.02 Personal Protective Equipment

OSHA-100.03 Fall Prevention and Evaluation

OSHA-100.04 Prevention of Workplace Injuries

RESPONSIBLE CHIEF OF STAFF: Chief Compliance Officer

RESPONSIBLE COMMITTEE: Central Compliance

REVIEWED:

I. PURPOSE

The purpose of this policy is to acknowledge OSHA regulations that guide Carolina Family Health Centers, Inc. (CFHC, Inc.) practices to ensure the safety and health of its employees.

II. POLICY

It is CFHC, Inc.'s policy to adhere to the General Duty Clause, Section 5(a)(1) of the Occupational Safety and Health (OSH) Act of 1970, 29 USC 654(a)(1), which requires employers to furnish "employment and a place of employment, which are free from recognized hazards that are causing or are likely to cause death or serious physical harm."

The General Duty Clause does not require CFHC, Inc. to remove hazards arising from inherently risky employment activities, where:

1. The activity is integral to the essential function of the profession; and
2. The hazard cannot be eliminated without fundamentally altering or prohibiting the activity; and
3. CFHC, Inc. has made reasonable efforts that do not alter the nature of the activity to control the hazard (e.g., through engineering controls, administrative controls, and personal protective equipment).

CFHC, Inc. follows these additional OSHA regulations to ensure the safety and health of its employees:

- Recording and Reporting Occupational Injuries and Illness 29 CFR 1904.
 - This regulation requires CFHC, Inc. to prepare and maintain records of work-related injuries and illnesses. Refer to *OSHA-100.01 Recording Work-Related Injuries and Illness*.
 - CFHC, Inc. mitigates the risk of falls to staff and patients through prevention efforts and uniform assessment and reporting requirements. Refer to *OSHA-100.03 Fall Prevention and Evaluation*.

- CFHC, Inc. mitigates the development of musculoskeletal disorders in employees through the principles of ergonomics and employees' reporting of unsafe practices or equipment. Refer to *OSHA-100.04 Prevention of Musculoskeletal Disorders*.
- OSHA's Personal Protective Equipment (PPE) Standard (in general industry, 29 CFR 1910 Subpart I)
 - This statute requires and provides regulation over the provision of personal protective equipment. It is CFHC, Inc.'s responsibility to ensure the equipment is used and maintained in a sanitary and reliable condition whenever it is necessary by reason of hazards of processes or environment, chemical hazards, radiological hazards, or mechanical irritants encountered in a manner capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact. Refer to *OSHA-100.02 Personal Protective Equipment*.
- Respiratory Protection Standard (29 CFR 1910.134)
 - This statute requires CFHC, Inc. to use engineering controls to prevent occupational disease caused by breathing air contaminated with harmful dusts, fogs, fumes, mists, gases, smokes, sprays, or vapors. The primary objective shall be to prevent atmospheric contamination when effective engineering controls are not feasible, or while they are being instituted. If the engineering controls are not sufficient, appropriate respirators shall be used pursuant to this regulation. As such, CFHC, Inc. requires employees' exposure to occupational disease (e.g., COVID-19 and tuberculosis) to wear N95 respirators. Employees participating in the Respiratory Protection program do so at no cost to them. The expense associated with training, medical evaluations, and respiratory protection equipment is the responsibility of CFHC, Inc. Refer to *OSHA-200 Respiratory Protections*.
- OSHA's Bloodborne Pathogens Standard (29 CFR 1910.1030)
 - The OSHA Bloodborne Pathogen standard provides regulations on the assessment of staff's risk to exposure, implementation of various methods of exposure control, the provision of hepatitis B vaccination to staff, post-exposure evaluation and follow-up, communication of hazards to employees, and training. Refer to *OSHA-300 OSHA Bloodborne Pathogens*.