

# SAFETY MATTERS

RISK  
MANAGEMENT  
NEWSLETTER

IN THIS ISSUE

MAY 22, 2026

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## HEAT ILLNESS SAFETY

**OBJECTIVE** To be able to recognize the various kinds of heat illness and know what to do for each.

### HEAT RASH

Areas of the skin itch intensely, often feeling prickly and swollen due to overheating. Sweat glands can get plugged due to excessive heat, humidity, and sweating.

**Treatment:**

- Keep skin clean and dry
- Rest in a cool area
- Drink water and change clothes frequently to stay dry

### HEAT CRAMPS

Painful muscle cramps, usually in the legs or near the stomach (abdomen), are caused by losing too much salt through sweating. These are warning signs that more serious heat illness can develop.

**Treatment:**

- Take rest breaks in a cooler environment
- Drink water
- Remove any personal protective equipment (PPE) and loosen tight-fitting clothing
- If possible, have the person lie down



### HEAT EXHAUSTION

When fluids are not replaced, excessive water and salt loss occur through sweating. The person may become tired, weak, and dizzy, and have damp or clammy skin. This is a serious condition.

**Treatment:**

- Have the person rest in a cool area and drink water if he or she is not nauseous
- If possible, have the person lie down with knees raised
- Loosen tight-fitting clothing
- Seek medical aid
- Notify your supervisor





## HEAT STROKE

This is a life-threatening condition in which the body's core temperature rises above 105°F (41°C) and vital functions begin to break down, including a person's mental functions. Without immediate medical help, heat stroke may result in permanent brain damage or death.

### Treatment:

- **MEDICAL EMERGENCY: Seek immediate medical help!**
- Move the person to a cool area
- Loosen clothing; put a cool, wet cloth under the person's armpits and on the groin; and use a fan to create air movement
- Avoid extreme cold because the body can go into shock
- Do NOT take the person to the hospital in a hot car; call an ambulance

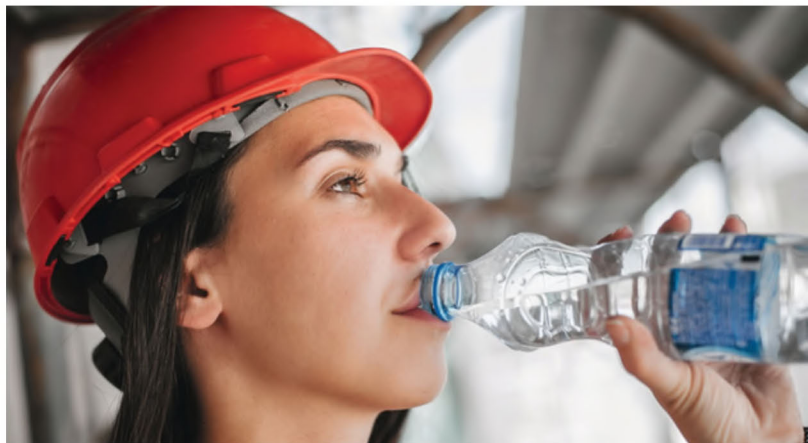
It is important to recognize the symptoms of heat illness at its early stages to prevent more serious complications. Please be aware that not all of these signs and symptoms may be present or occur in any particular order, and that individuals may react differently to excessive heat.

## EMERGENCY MEDICAL RESPONSE (911) SHOULD BE CONTACTED IF:

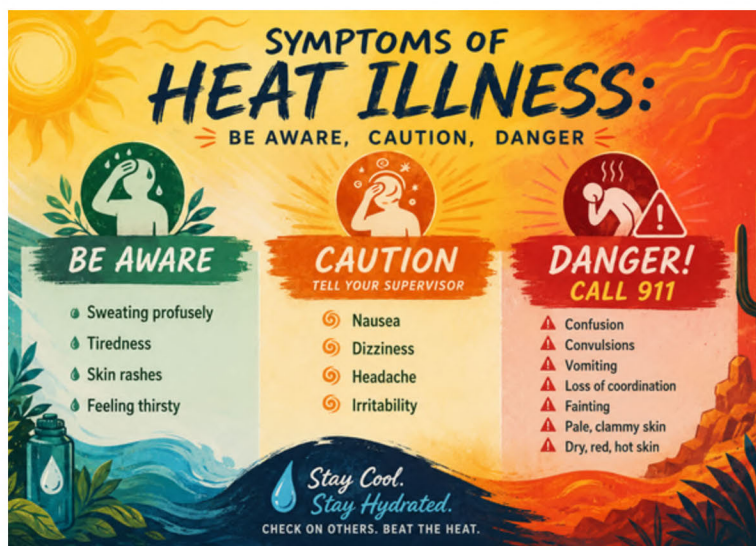
- An employee is showing symptoms of possible heat illness, and no first aid/CPR-trained person is available
- An employee is showing symptoms of possible heat exhaustion (such as dizziness or pale, clammy skin) or heat stroke (like convulsions, seizures, and mental confusion)
- Loosen clothing; put a cool, wet cloth under the person's armpits and on the groin; and use a fan to create air movement
- An employee does not improve with cooling and hydration, or if changes in mental state are observed

Also, please remember to:

- Have one person stay with the sick worker while another calls for help
- Call 911, if a medical emergency
- Notify your supervisor
- Make sure to provide medical emergency personnel with the right address and directions to locate the sick worker within the facility



Your district's procedures should also include taking immediate steps to keep an affected individual cool and comfortable once emergency service responders have been called. The goal is to reduce the progression to more serious illness (which can be rapid and include symptoms such as loss of consciousness, seizures, and mental confusion).



## RESOURCES

[Occupational Safety and Health Administration: Heat Illness Prevention](#)

[The National Institute for Occupational Safety and Health](#)

[CA Department of Industrial Relations](#)

[CA Department of Public Health: Extreme Heat Guidance for Schools](#)

[OSHA-NIOSH Heat Safety Tool App](#)

*This California Schools JPA fact sheet is not intended to be exhaustive. The discussion and best practices suggested herein should not be regarded as legal advice. Readers should pursue legal counsel or contact their insurance providers to gain more exhaustive advice.*





# SIGN-IN SHEET

## HEAT ILLNESS SAFETY

Facilitator: \_\_\_\_\_ Facilitator's Signature: \_\_\_\_\_

Date: \_\_\_\_\_ Organization: \_\_\_\_\_ Department: \_\_\_\_\_

### Participants:

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