

# VIRGINIA SCHOOL FOR THE DEAF AND THE BLIND

***Title: Hearing Conservation Plan for Employees***

**Policy GO34**

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## **Policy Statement:**

It is the policy of The Virginia School for the Deaf and the Blind (VSDB )to take all reasonable steps to prevent accidents and remove hazardous conditions, including the prevention of occupational hearing loss of VSDB employees. VSDB will comply with procedures established by the Occupational Safety and Health Administration (OSHA) Standard 29 CFR 1910.95 for hearing conservation.

The Hearing Conservation Plan will be administered by the school audiologist, and will be supported by the school safety officer and the Facilities and Engineering Director.

## **Noise Monitoring**

The audiologist, with the assistance of the safety officer, will establish procedures and oversee the assessment of all jobs and tasks performed on the VSDB campus that have an actual or potential noise level of 85 decibels(db) or greater. Results of all monitoring will be maintained by the audiologist and safety officer. Departments that have employees that are exposed to the action level of 85db will be provided the results. Those departments will then be provided assistance to meet mandatory compliance with this policy and the OSHA Standard to include:

### **1. Audiometric testing of all exposed employees**

- Establish a base line audiogram
- Conduct noise exposure assessments for each affected employee
- Conduct an annual audiogram to determine if a standard threshold shift (STS)has occurred
- Evaluate any STS, and when a shift has occurred, the audiologist shall:
  - i. Inform the affected employee of any STS in writing within 21 days of receiving the results
  - ii. Forward copies of the letter and results to the Human Resources Department and the employee's supervision
  - iii. Develop a plan specific to the affected employee to meet the standard
  - iv. Determine the need for further ontological examinations and refer the employee to a qualified physician or otolaryngologist

- 2. Training on all aspects of the standard**
- 3. Guidance on selecting and providing hearing protection to all affected employees per the standard**
- 4. Retention of all audiometric and noise exposure records per the standard**

***Rescission:*** GO34 Hearing Conservation Plan Revised: November 14, 2014  
Reviewed: April 8, 2015; Revised: 12/11/15  
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