

FACIAL HAIR POLICY

Purpose. In accordance with the Occupational Safety and Health Act of 1970, it is an objective of Southwestern College to assure so far as possible that each and every employee have safe and healthful working conditions. Specifically, this policy has been developed to meet the provisions of 29 CFR, Subpart I, Section 1910.134 (e)(5)(i) (Respiratory Protection Standards). Through the institution of this policy, Southwestern College strives to minimize the risk of human injury/illness resulting from respiratory exposure to hazardous materials.

Scope and Applicability. This policy applies to all Southwestern College employees who are required to work at or in areas where hazardous airborne materials are known or believed to exist. Specifically, it applies to all employees who are required by their supervisor to wear a respirator on the job. In addition, it applies to those employees who may be required to don a respirator as necessitated by an emergency response or rescue. This would include, but not be limited to, the following:

Employees working within labs where hazardous materials are handled and/or stored, regardless of the employee's individual responsibilities.

The College considers these employees to be a labor pool for emergency situations (toxic spill, fire, etc.) and rescue efforts; and, therefore, they must be prepared to respond on short notice.

Procedure. Section 29 CFR 1910.134 (e)(5)(i) of the Occupational Safety and Health Administration (OSHA) regulations reads in part: "Respirators shall not be worn when conditions prevent a good face seal. Such conditions may be a growth of beard, side-burns, a skull cap that projects under the facepiece or temple piece on glasses." Accordingly, any employee who has facial hair which intrudes into the area where the respirator seals against the face shall not be fitted with a respirator. Additionally, any employee whose facial hair interferes with the respirator seal shall not be allowed to wear a respirator, even though the employee has previously obtained a satisfactory fit with the particular device. In those situations where employees cannot comply with the facial hair policy due to religious beliefs or medical/physical conditions (e.g., cleft palate, false teeth, or those having the skin condition pseudofolliculitis barbae), the College will make every effort to reassign the employee to a job/responsibility that does not require the ability to use a respirator. All other employees refusing to comply with this policy may face termination after a review and investigation of the facts.