
Section V:	Human Resources
Title:	Safety and Benefits
Chapter:	Imminent Danger
Current Effective Date:	9/21/16
Revision History:	7/1/03, 4/1/04, 9/21/16
Original Effective Date:	1/1/86

Purpose:

The purpose of this policy is to authorize division/facility/school Safety and Health Directors to take immediate action to correct conditions and actions which pose an immediate threat to the safety and health of employees, clients, and/or visitors.

For the purposes of this policy, imminent danger is defined as a manipulation, process, action, or condition which in the opinion of the Safety Programs Manager, Safety Officer, or Safety Representative is considered to constitute an immediate threat to the life, safety, or health of an employee, client, or general public.

Policy:

1. Incidents of potential imminent danger are brought to the attention of the division/facility/school Safety Officer or Representative as soon as possible.
2. The division/facility/school Safety Officer or Representative immediately investigates any instance of potential imminent danger which is reported.
3. If in the opinion of the Safety Officer or Representative an instance is of imminent danger as defined above, he/she is authorized by this policy to immediately order the termination or modification of such manipulation, process, action, or condition.
4. The division/facility/school Safety Officer or Representative is required to make a full report of the imminent danger to the division/facility/school Director immediately and the Department of Health and Human Services (DHHS) Safety Programs Manager within one day of determination.
5. The division/facility/school Safety Officer or Representative shall monitor the implementation of corrective actions to their conclusion.
6. Disciplinary action may be taken against any employee who knowingly permits the existence of imminent danger to go unreported or blatantly performs an act that places them and/or any other employee(s) in imminent danger.

Implementation:

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Each division/facility/school shall develop specific operating procedures to implement this policy.

For questions or clarification on any of the information contained in this policy, please contact [Human Resources](#). For general questions about department-wide policies and procedures, contact the [DHHS Policy Coordinator](#).