

TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 3.16

PHYSICAL DEMANDS

A. In-service:

All staff who hold positions in which they are required to lift, carry, and move objects/students/adults as an essential function of the positions are required to attend an in-service which stresses body mechanics, prevention aspects, and safe techniques of lifting, carrying and moving. All affected staff will attend a refresher course to be held annually. ***Employees are responsible to use proper techniques in the lifting, carrying or moving of participants.***

B. The physical demands of each job will be attached to the job description and signed by the employee.

C. Appropriate Dress:

Because of the need for lifting, carrying and moving, the following dress code must be followed by direct care service staff:

1. An employee who is in a class, group or environment where he/she may be expected to lift or be involved in a behavior intervention, must wear shoes with a flat, wide-base heel.
2. Jewelry of any type could be broken, grabbed or pulled by an enrollee, and/or could inhibit moving students/adults safely and should be carefully considered before being worn. If any jewelry is broken, it will not be replaced by the Board.
3. Loose clothing which could be caught in wheelchairs or braces and tight-fitting clothing which could limit movement should not be worn.

Adopted: 1/26/98

Updated: 7/24/2012