

# **ERGONOMICS PROGRAM**

## **Repetitive Motion Injury Prevention**

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**Appendix A – Repetitive Motion Injury Regulation**

## 1) Policy / Purpose

It is the intent of California State University Channel Islands to comply with California regulations in order to minimize occupational injuries and illnesses resulting from repetitive motion.

## 2) References

California Occupational Safety Administration's Ergonomics Standard; Title 8 California Code of Regulations, section 5110, "Repetitive Motion Injuries."

## 3) Definitions

Repetitive motion injury (RMI) – Any physical disorder that develops from or is aggravated by the cumulative application of biomechanical stress to the musculoskeletal system.

Ergonomics – The study of the relationship between people and the work they perform.

## 4) Responsibilities

### 4.1 Environment, Safety, Risk Management

- Develop and administer the ergonomics program
- Develop and provide training
- Identify RMI trends via review of accident reports
- Provide worksite evaluations
- Recommend feasible and effective controls

### 4.2 Managers and Supervisors

- Recognize ergonomic hazards and contact Environment, Safety, Risk Management for assistance
- Ensure that worksite evaluation recommendations are implemented
- Support and encourage stretching exercises throughout the day

### 4.3 Employees

- Adjust their worksite/job operation to fit their work needs
- Vary work tasks throughout the day when possible
- Stretch/exercise at their workstation throughout the day
- Report symptoms of an RMI to their supervisor
- Maintain an awareness of risk factors, risk reduction strategies and symptoms of RMIs

## **5) Worksite Evaluations**

Ergonomic evaluations will be performed by the office of Environment, Safety and Risk Management upon request or if an RMI trend is identified. The evaluation will result in recommendations that may include changes in workstation arrangement, work practices, administrative controls, or equipment. Purchase of recommended equipment will be the responsibility of the employee's department or area and must be reasonable within the context of available resources.

## **6) Control of Exposures**

The office of Environment, Safety and Risk Management will review accident reports and evaluate exposures that result in RMIs. Exposures that lead to an RMI will be corrected or minimized to the extent feasible. Worksite evaluation recommendations will be followed, including allowance of time for varying work tasks (job rotation) and stretching throughout the day. Employees with RMIs will receive appropriate medical treatment. When practical, injured employees returning to work will be given alternative tasks consistent with the health care provider's recommendations.

## **7) Training**

The goal of training is to ensure that individuals potentially at risk for a RMI are adequately informed regarding:

- The University ergonomics program
- Exposures that have been associated with RMIs
- The symptoms and consequences of RMIs
- The importance of reporting symptoms to their supervisor
- Methods to reduce the likelihood of RMIs including (but not limited to) job rotation, stretching/exercises, proper posture, workstation adjustments, adjustable furniture or fixtures, employee awareness.