

## **UCSB Environmental Health and Safety - Industrial Safety Program**

### **Requirements for Work Clothing and Personal Protective Equipment (PPE)**

#### **Job Hazard Assessments and PPE Selection**

University of California (UC) policy and regulatory standards require supervisors to select, provide, and ensure the proper use and fit of appropriate Personal Protective Equipment (PPE) for workers under their supervision based on the hazards they are likely to encounter. Each supervisor must assess the workplace to determine if hazards are present, or are likely to be present, which necessitate the use of personal protective equipment (PPE). Required PPE will be provided to workers at no cost. This assessment must evaluate both the hazards to the individuals performing the work and the hazards to individuals who occupy the room or space where the work is being performed. Assessments must be documented in writing and identify the location(s) and/or personnel evaluated, the date(s) of the assessment; and the name of the person performing the assessment. EH&S Industrial Safety recommends the following document be used to fulfill this requirement:

UCSB Job Hazard Assessment and PPE Justification ([PDF](#) | [Word](#))

The supervisor must ensure that all required safety devices and safeguards, whether employer or employee provided, including personal protective equipment for the eyes, face, head, hand, foot, and extremities (limbs), protective clothing, respiratory protection, protective shields and barriers, comply with the applicable Title 8 standards and are maintained in a safe, sanitary condition. Protectors must be of such design, fit, and durability as to provide adequate protection against the hazards for which they are intended. They must be reasonably comfortable and must not unduly encumber the employee's movements necessary to perform his or her work. Defective or damaged personal protective equipment must not be used.

[University of California Office of the President \(UCOP\) PPE Policy](#)  
[Cal/OSHA: CCR, Title 8, Sections 3380-3385 \(Personal Protective Devices\)](#)  
[OSHA: 29 CFR 1910.132 - 1910.140 \(Personal Protective Equipment\)](#)

#### **PPE Training Requirements**

Supervisor must ensure that workers are instructed and use protective equipment in accordance with the manufacturer's instructions. Each worker must demonstrate an understanding of the training and the ability to use PPE properly before being allowed to perform work requiring the use of PPE. Supervisors must ensure and verify that each affected employee has received and understood the required training through a written certification that contains the name of each employee trained, the date(s) of training, and that identifies the subject of the certification. At a minimum, the supervisor must ensure that each worker required to use PPE is trained on the following:

- A. When PPE is necessary;

- B. What PPE is necessary;
- C. How to properly don, doff, adjust, and wear PPE;
- D. The limitations of the PPE; and,
- E. The proper care, maintenance, useful life and disposal of the PPE.

Supervisors must also ensure workers are retrained when they have reason to believe that they do not have the understanding and skill required. Circumstances where retraining is required include, but are not limited to, situations where:

- A. Changes in the workplace render previous training obsolete; or
- B. Changes in the types of PPE to be used render previous training obsolete; or
- C. Inadequacies in an affected employee's knowledge or use of assigned PPE indicate that the employee has not retained the requisite understanding or skill.

[University of California Office of the President \(UCOP\) PPE Policy  
CCR, Title 8, Section 3380 \(Personal Protective Devices\)](#)

### **PPE Maintenance and Care**

Protective equipment and clothing must be capable of being cleaned easily, disinfected, and kept clean and in good repair. Safety devices, including protective clothing worn by the employee, must not be interchanged among the employees until properly cleaned. When determined that ordinary cleaning will not remove risk of infection, additional precautionary measures may be required. Clothing or protective equipment saturated or impregnated with flammable liquids, corrosive substances, irritants or oxidizing agents must be removed and must not be worn until properly cleaned and inspected for reuse. Clothing appropriate for the work being done will be worn. Loose sleeves, tails, ties, lapels, cuffs, or other loose clothing that can be entangled in moving machinery must not be worn.

[University of California Office of the President \(UCOP\) PPE Policy  
CCR, Title 8, Sections 3380-3385 \(Personal Protective Devices\)  
29 CFR 1910.132 - 1910.140 \(Personal Protective Equipment\)](#)

### **Eye and Face Protection Requirements**

Workers must wear appropriate eye and face protection when there is a risk of receiving eye or face injuries such as punctures, abrasions, contusions, or burns as a result of contact with flying particles, hazardous substances, projections or injurious light rays. Suitable screens or shields isolating the hazardous exposure may be considered adequate safeguarding for nearby employees. The employer must provide and ensure that employees use protection suitable for the exposure. Side shield protection must be used whenever the hazard of flying objects is angular as well as frontal. The use of devices for eye and face protection purchased must be in accordance with applicable American National Standard Institute, Practice for Occupational and Educational Eye and Face Protection, (Z87.1) standards.

Where eye protection is required and the employee requires vision correction, such eye protection must be provided as follows:

- A. Safety spectacles with suitable corrected lenses, or
- B. Safety goggles designed to fit over spectacles, or
- C. Protective goggles with corrective lenses mounted behind the protective lenses.

[CCR, Title 8, Section 3382 \(Eye and Face Protection\)](#)

### **Foot Protection Requirements**

Workers must wear appropriate foot protection when exposed to slip hazards, excessively wet conditions, or electrical, thermal, corrosive, toxic, slip, impact, crush, or penetration hazards that may cause foot injuries. All use of protective footwear must meet applicable Cal/OSHA and American Society for Testing and Materials (ASTM) requirements. Footwear that is defective or inappropriate to the extent that its ordinary use creates the possibility of foot injuries must not be permitted. Closed-toe and closed-heel shoes must be worn at all times in laboratory/technical areas where the use or storage of hazardous materials occurs or where equipment may present a physical or chemical hazard.

[UCOP PPE Policy](#)

[CCR, Title 8, Section 3385 \(Foot Protection\)](#)

### **Hand Protection Requirements**

Workers must use appropriate hand protection when hands may be exposed to harmful substances, cuts or lacerations, abrasions, punctures, chemical burns, thermal burns, radioactive materials, harmful temperature extremes, or other hazards.

EXCEPTION: Hand protection, such as gloves, must not be worn where there is a danger of the hand protection becoming entangled in moving machinery or materials.

[CCR, Title 8, Section 3384 \(Hand Protection\)](#)

### **Head Protection Requirements**

Workers must wear appropriate head protection when there is a risk of head injuries from impact, flying or falling objects, and/or electric shock and burns.

[CCR, Title 8, Section 3381 \(Head Protection\)](#)

[29 CFR 1926.100 \(Head Protection\)](#)

### **Hearing Protection Requirements**

Hearing protectors must be made available to all workers exposed to an 8-hour time-weighted average (8-hour TWA) of 85 decibels (dBA) or greater. Workers must wear appropriate hearing protection when ambient noise levels meet or exceed 90 dBA unless a documented assessment showing that the 8-hour TWA Permissible Exposure Limit (PEL) will not be exceeded is

available. Exposure to impulsive or impact noise must not exceed 140 dBA peak sound pressure level.

[UCSB Hearing Conservation Program](#)

[CCR, Title 8, Section 5097 \(Hearing Conservation Program\)](#)

**Additional Body Protection Requirements**

Supervisors must select, provide, and ensure the proper use of additional protective equipment to protect body parts that are not otherwise protected.

[CCR, Title 8, Section 3383 \(Body Protection\)](#)