Policy Number: 05.01.006

Allegany College of Maryland

HEAT SAFETY POLICY

Approved by Board of Trustees: June 16, 2025
Implementation Date: 2025
Type of Policy: Mandated

BACKGROUND

The Maryland Department of Labor under Title 09, subtitle 12, chapter 32 Heat Stress Standards, released new safety standards for employees who work in high heat conditions (Authority: Labor and Employment Article, §§2-106(b)(5) and 5-1201(b), Annotated Code of Maryland). This policy seeks to address these new standards and bring ACM's procedures into compliance with this new State regulation.

POLICY

I. SCOPE OF THE POLICY

The Heat Safety Policy and accompanying plan applies to all employees of Allegany College of Maryland (faculty, staff and students) whose activities, conducted indoors and outdoors, exposes them to a heat index in the work area that equals or exceeds 80 °F for more than 15 consecutive minutes per hour. This program is not applicable to buildings, structures, and vehicles that have a mechanical ventilation system or fan that maintains the heat index below 80 °F.

Visitors, student athletes, and any individual not employed by the College are not covered under this policy. Contractors shall be responsible for their own heat safety program.

II. POLICY STATEMENT

Allegany College of Maryland seeks to protect its workers from heat related illnesses which can be caused by high heat working environments. As such, the College will follow all provisions of the law to be in compliance with all state regulations on this topic.

III. PURPOSE OF THE POLICY & CONSIDERATIONS

The Allegany College of Maryland Heat Safety Policy and accompanying Plan is designed to prevent detrimental health effects from exposure to high heat levels. This program follows the recommendations of the Maryland Occupational Safety and Health (MOSH) Criteria for a Recommended Standard — *Maryland Heat Illness Prevention Standard.*

Some work environments have a higher risk for heat-related illness and some workers at Allegany College of Maryland may be involved in work activities that include exposure to occupational heat. This program is designed to ensure the health and safety of those workers.

As part of the Heat Safety Plan, Allegany College of Maryland will evaluate and consider the specific conditions/situations present at the campus, and off-site course locations, to identify:

1. The size of the employee work crew
2. The length of the work shift including break times during the shift

3. The ambient temperature and heat index, including peak periods of heat exposure from previous history (can be obtained from the National Weather Service)
4. Additional sources of heat, or the use of personal protective equipment, that may increase the body's heat burden

Note: Plan procedures might not include every workplace scenario, so it is crucial to take into account and evaluate conditions found in job duties or situations possible to cause a heat-related illness so that proper procedures can be developed to best prevent heat related illness or recognize and treat employees who may fall ill.

IV. PROCEDURES

Allegany College of Maryland shall adopt necessary procedures (Heat Safety Plan) to implement this policy. Allegany College of Maryland may adopt additional procedures or change procedures to continue to meet specific State compliance standards and regulations as necessary.

V. POLICY ADMINISTRATION

The Director of Campus Security & Special Police and Director of Physical Plant along with the Vice President for Finance & Administration are responsible for implementation, administration, and oversight of this policy.

VI. POLICY CHANGES

Substantive changes to this policy require approval by the Board of Trustees; editorial changes, title/position changes, and/or changes to its implementation procedures may be made as required by federal or state mandate and/or institutional need with timely notice to students and employees.