

## **14.31 Hearing Conservation Program**

### Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc., in compliance with OSHA Hearing Conservation Standard 29 C.F.R. 1910.95, to maintain a Hearing Conservation Program for all employees working in areas or with equipment having noise levels equal to, or exceeding, an eight-hour, time-weighted average sound level of 85decibels measured on the A scale of a sound level meter., also referred to as the “action level.”

### Procedure:

The Director of Facilities shall oversee implementation of the Hearing Conservation Program (program.) The Director of Facilities will review the program annually and forward the results of said review along with any recommendations to the CEO/President. A copy of the program shall be available at all affected worksites. A copy of OSHA Hearing Conservation Standard 29 C.F.R. 1910.95 is available from the Director of Facilities.

In compliance with 29 C.F.R. 1910.95, Management will be responsible for the following:

- implementing and maintaining engineering and administrative controls to limit employee exposure
- providing adequate hearing protection for all employees
- posting signs and warnings in all noise action level areas
- conducting noise surveys annually or whenever new equipment is added
- providing hearing conservation training at hire and annually thereafter
- administering baseline hearing tests at hire or reasonably thereafter
- administering annual hearing tests for all affected employees

Hearing protection is mandatory for affected employees during the period prior to their baseline hearing test. Hearing protection is optional after the baseline hearing test, but strongly encouraged. Visitors to the affected worksite(s) are encouraged to use hearing protection for the duration of their visit. Employees will be instructed as to the proper care, use, and hygiene of hearing protection. The Training Coordinator will be responsible for maintaining a list of all affected employees and related training records.