

Claims

#11369 \$1688 employee exposure medication - ?
\$1895.54 WC medication?

Just wondering what these are!

We have recently had employees in the field that were exposed to potential blood-borne pathogens in emergency response situations. In these cases the employees are sent for medical evaluation and testing, and they are often prescribed medication. These costs are often paid using a District credit card, and subsequently reimbursed to the District through our Workers Comp insurance program.

Item 4 - I know we have all the right language about non-discrimination vs LGBT, but wondering if we have had enquiries or issues about restroom/locker room use or if we need policy?

To date the HR has not had any requests or personnel issues around restroom or locker room usage. People who identify as transgender are protected by California law (California's Fair Employment & Housing Act).

According to California Department of Fair Employment and Housing, employers have an obligation to ensure that all employees have a right to safe and appropriate restroom and locker room facilities. This includes the right to use a restroom or locker room that corresponds to the employee's gender identity, regardless of the employee's assigned sex at birth. In addition, where possible, an employer should provide an easily accessible unisex single stall bathroom for use by any employee who desires increased privacy, regardless of the underlying reason. A private restroom of this type can also be used by an employee who does not want to share a restroom with a transgender coworker. However, use of a unisex single stall restroom should always be a matter of choice. No employee should be forced to use one either as a matter of policy or due to continuing harassment in a gender appropriate facility.

<http://www.dfeh.ca.gov/files/2016/09/DFEH163TGR.pdf>