

Paul Smith's College of Arts and Sciences

Hazard Communication Program

Prepared by: The Hazard Communication Committee

Approved by: Vice President for Finance and Administration

HAZARD COMMUNICATION FOR NON-LABORATORIANS

The Hazard Communication Standard 29 CFR 1910.1200 (HCS) implemented by the Occupational Safety and Health Administration (OSHA) of the U.S. Department of Labor requires employers to provide information to employees regarding the hazardous chemicals in the workplace and the hazardous properties of these chemicals. This information must be disseminated through a hazard communication program involving labeling, safety data sheets, employee training, employee access to written records, and a written hazard communication program. The implementation of the Paul Smith's Hazard Communication Program will ensure all employees the "right-to-know" the hazards and identities of the chemicals with which they work.

The HCS applies to any chemical that is known to be present in the workplace in such a manner that employees may be exposed under normal conditions of use, or in a foreseeable emergency. In accordance with OSHA regulations, laboratory employees are covered under Paul Smith's College's Chemical Hygiene Program and are not included in the Hazard Communication Program. The OSHA standard, 29CFR 1910.1200 sets out a procedure for hazard determination and any substance determined to be hazardous under this procedure is subject to the program. The definition of "hazardous chemical" under the standard is any chemical which is classified as a physical hazard or health hazard, a simple asphyxiant, combustible dust, pyrophoric gas, or hazard not otherwise classified. For determination of chemical hazards associated with products not synthesized at Paul Smith's College, personnel should rely on the evaluation performed by the chemical manufacturer or importer transmitted via Safety Data Sheets.

The complete Hazard Communication Standard can be found at:

https://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=STANDARDS&p_id=10099

Paul Smith's College Hazard Communication Program is designed to:

- Reduce the likelihood of injury or illness to employees;
- Implementing specific procedures to identify and evaluate the chemical hazards in the workplace;
- Inform and train employees on those hazards;
- Ensure that all individuals at risk are adequately informed about the chemicals used and stored in their workplaces, and
- Outline procedures for all employees working with hazardous chemicals.

The Paul Smith's College Hazard Communication Program was written to comply with the OSHA Hazard Communication Standard.

I. HAZARD COMMUNICATION RESPONSIBILITIES:

Paul Smith's College's Hazard Communication Program is overseen by the College's Vice President for Finance and Administration, who reports to the College's President.

Vice President for Finance and Administration (or designee) is responsible for:

1. Development of the written Hazard Communication Program.
2. Development of a Hazard Communication training program.
3. Providing technical support to the departments covered by the Hazard Communication Program.
4. Conducting periodic safety reviews.
5. Provide technical assistance in the selection of personal protective equipment.
6. Schedule a meeting, at least annually, for the purpose of reviewing the Hazard Communication Program and to make necessary changes.

Department Chairs are responsible for:

1. The Department Chairs are responsible for ensuring compliance with the Hazard Communication Program within their individual schools. Responsibility for compliance with the Hazard Communication Program **cannot be delegated**.

Supervisory Personnel are responsible for:

1. Supervisors and Managers are responsible for ensuring that all requirements of the Hazard Communication Program that apply to their individual work areas are carried out properly. Responsibility for implementation of the Hazard Communication Program **cannot be delegated**.
2. Providing employees with training regarding hazards or practices specific to their work area at the time of their assignment and whenever a new hazard is introduced into their work area.
3. Ensuring that employees have received all information and training requirements outlined in Section V of this Program.
4. Maintaining training records for their employees. These records must include: date, location, facilitator list of attendees and description or outline of the material covered in the training session. These records must be retained indefinitely and must be readily available to regulatory inspectors. Training records will be maintained by the Supervisors.
5. Informing employees of: Any operations in their work area where hazardous chemicals are present; the location and availability of the written Hazard Communication Program; the chemical inventory; SDS; and the requirements of the Hazard Communication Standard.

6. Develop safe procedures for work in their areas, as well as written procedures for emergencies.
7. Inform employees about proper performance of non-routine tasks.
8. Creating and maintaining an inventory of all hazardous chemicals stored or used within their area of responsibility.
9. Ensuring that all hazardous chemicals/products are properly labeled, and that these labels are not removed or defaced.
10. Maintaining copies of Safety Data Sheets (SDS) for each hazardous chemical in the workplace and ensuring that the SDSs are readily available and accessible to employees for all hazardous chemicals in their work area.
11. Identifying employees under their supervision who may be exposed to hazardous chemicals under normal operating conditions or in a foreseeable emergency based on hazard assessment.
12. Determining the required personal protective equipment (PPE) for the procedures and materials in use in their area. Contact your Dean for assistance in the selection of PPE.
13. Ensuring the proper PPE is made available to employees.
14. Ensuring the employees are trained in the use of PPE, the PPE is properly maintained, and the employees wear the appropriate PPE where necessary/required.
15. Informing outside contractors of chemical (or other) hazards that they may be exposed to while working in your area at Paul Smith's College and of the location of the SDSs.

Employees are responsible for:

1. Programming and conducting each operation according to the Hazard Communication Program.
2. Using the required personal protective equipment. Properly maintaining and storing the PPE assigned to him/her.
3. Reporting any exposures, injuries, or safety problems to his or her supervisor.
4. Reviewing SDSs prior to using a chemical for the first time, then reviewing periodically thereafter as necessary.
5. Not removing or defacing labels on incoming chemical containers.
6. Participating in any required hazard communication training.
7. Providing their supervisor with records of any training taken online.

Hazard Communication Committee is responsible for:

The Hazard Communication Committee will meet at least one a year, or as directed by the Vice President for Finance and Administration, for the purposes of reviewing and updating the program.

In preparation of the annual review meeting, the Committee will request from each Department an updated chemical inventory.

1. Review the updated chemical inventory
2. Review the Program
3. Make changes/updates to the Program
4. Submit the program for approval to the Vice President for Finance and Administration within 30 days of the annual meeting.

Contractors are responsible for:

1. Developing and implementing their own Hazard Communication Program and informing Paul Smith's College and College personnel of any chemical hazards they bring with them. They must also ensure for the proper handling, use, and storage of these chemicals and provide access to SDSs for each material.
2. Provide the College's Project Managers and the Vice President for Finance and Administration with information concerning hazardous materials to be brought into any Paul Smith's College facility to perform contracted work **before** the materials are brought onto campus.
3. To ensure that a completed **Attachment F** of this program accompanies their proposal.

A copy of Attachment F shall be filled out by the contractor and copies sent to the College's contracting official(s) (project managers, Department heads, etc.) and the Vice President for Finance and Administration for any project or work to be done.

II. HAZARDOUS CHEMICALS INVENTORY

Department Supervisors and Managers are required to maintain a list of all hazardous chemicals known to be present in each work area (i.e., maintenance shop, storage buildings, etc.) and update the list as necessary to ensure that it stays current.

The inventory must identify each hazardous chemical by the primary name on the label (either chemical name or product name, but it must be consistent; i.e. if you choose to list chemicals by the common or product name, you must do so with all chemicals listed on the inventory), the distributor of the chemical, the location (Building, room number, etc.), quantity, and date received (if known).

The inventory must be kept in the work area in a suitable format, on a log sheet, or in electronic format (inventories kept in electronic format should be printed periodically (at least annually or if major changes in the inventory are made) and posted in the work area). This inventory shall list all hazardous chemicals (this includes compressed gases) found in the work area.

This inventory must be submitted annually (by November 30th) via email to the Hazard Communication Committee and the Vice President for Finance and Administration. The inventory is to be submitted following the format of the chemical inventory worksheet. The worksheet can be found on the PSC website under Campus Safety /Forms.

III. LABELING REQUIREMENTS

The supervisor or manager must ensure that all containers of hazardous chemicals in their area of responsibility are properly labeled.

Incoming Containers: The chemical manufacturer/distributor is required to provide labels on all hazardous chemicals shipped. These labels should include a product identifier, **signal word**, **hazard statement(s)**, **pictogram(s)**, **precautionary statement(s)**, and the name, address, and telephone number of the manufacturer, importer, or other responsible party. All chemicals should be dated upon receipt. No chemical should ever be used without completely reading the label. Labels on incoming containers must not be defaced or removed until the container is empty. Once the container is empty, the guidelines in the College Hazardous Waste Management Manual should be followed for container disposal.

Transfer Containers: Whenever chemicals are transferred into another container, the container must be labeled with the full chemical name, appropriate hazard warnings, and the manufacturer's name, address and telephone number. The date of transfer, name or initials of the person making the transfer, and additional information about the possible health effects should also be included. In the event that labels must be created, the labels must be durable, legible, and must be firmly affixed to the container(s). Labels should be replaced whenever they fade, peel, or otherwise deteriorate so as to become difficult to read. No chemical should ever be used without completely reading the label.

Working Containers: Portable containers of working solutions must also be labeled appropriately. Labels must be legible and must be prominently displayed on the container. The label will include the full chemical name and appropriate hazard warnings.

- **Signal Words** are used to indicate the relative level of severity of a hazard. It alerts the user to a potential hazard. There are only two words allowed: "**Danger**" and "**Warning**". Danger is used for more severe hazards. Warning is used for less severe hazards. Only one signal word will appear on the chemical label. Not all labels will have a signal word; some chemicals are not hazardous enough to require that a signal word appear on the label.
- **Hazard Statements** are assigned to a hazard class and category that describes the nature of the hazard based on the chemical hazard classification. For example a hazard statement may be "fatal if swallowed" or "toxic in contact with skin."
- **Precautionary Statements** describe the recommended measures to be taken to minimize or prevent adverse effects from exposure to a hazardous chemical or improper storage or handling of a hazardous chemical. Some examples of precautionary statements are "if swallowed call poison control" or "store away from other materials."
- **Pictograms** are intended to convey specific information about the hazards of a chemical. Pictograms will have a black picture atop a white background within a red square frame set on a point. There are nine pictograms under the 2012 HCS, but only eight are enforced by OSHA. The environmental pictogram for aquatic toxicity is not mandatory because OSHA does not have jurisdictional authority.

See Attachment G.

IV. SAFETY DATA SHEETS

The purpose of Safety Data Sheets (SDS) is to provide employees with detailed information of the potential hazards associated with materials used or stored in their work area. A SDS also advises employees on the appropriate way to handle hazardous chemicals, what PPE is required for handling the chemical, how to properly store the chemical, information on handling spill cleanup, etc. Per the revised 2012 HCS, all SDS must have a standardized format organized into the following 16 sections:

Section 1: Identification

Section 2: Hazard(s) Identification

Section 3: Composition/Information on Ingredients

Section 4: First-aid Measures

Section 5: Fire-Fighting Measures

Section 6: Accidental Release Measures

Section 7: Handling and Storage

Section 8: Exposure Controls/Personal Protection

Section 9: Physical and Chemical Properties

Section 10: Stability and Reactivity

Section 11: Toxicological Information

Section 12: Ecological Information

Section 13: Disposal Considerations

Section 14: Transport Information

Section 15: Regulatory Information

Section 16: Other Information, including date of preparation or last revision

A Safety Data Sheet must be kept for every hazardous chemical used and must be readily available to employees at all times. Electronic access and other alternatives to maintaining paper copies of the safety data sheets are permitted as long as no barriers to immediate employee access in each workplace are created by such options. The area supervisor or manager is responsible for acquiring and updating SDS for all hazardous chemicals found in their work area. Each SDS should be reviewed by all personnel who will be using the chemical before the chemical is used.

Safety Data Sheets (SDSs) are to be kept in a convenient location and filed alphabetically by either chemical name, common name, number, etc. (use a uniform system for all SDSs filed in an area). SDSs are reviewed at least every 3 years to ensure that they are updated and the latest revisions are available. For chemicals where there have been revisions made to the SDS, the current SDS should be inserted and the old SDS archived for future reference.

To obtain a specific SDS, request it from the manufacturer or distributor at the time of ordering such materials. When purchasing materials locally from retail stores, SDSs should be requested from the retailer at the time of purchase. At any time, a request can be made to a manufacturer, distributor or retailer using (Attachment A), Request for Safety Data Sheet.

V. EMPLOYEE TRAINING AND INFORMATION

Supervisors are responsible for:

Employers must provide employees with effective information and training on hazardous chemicals that are located in their work area at the time of their initial assignment and whenever a new physical or health hazard is introduced into the work area. Information and training may be designed to cover categories of hazards (e.g., flammability, carcinogenicity) or specific chemicals. Chemical-specific information must always be available through labels and safety data sheets.

Employees shall be informed of:

1. The requirements of the Hazard Communication Standard, 29CFR 1910.1200 (h).
2. Any operations in their work area where hazardous chemicals are present; and,
3. The location and availability of the written Hazard Communication Program.
4. Physical and health hazards of chemicals in the work area and their locations.
5. Location of the hazardous chemicals inventory and the Safety Data Sheets for all hazardous chemicals in their work area.
6. Methods and observation techniques used to detect the presence or release of a hazardous chemical.
7. How to lessen or prevent exposure to these hazardous chemicals through usage of controls, work practices, and personal protective equipment (PPE).
8. How to use the information provided on SDSs.
9. How to read and understand labels.
10. Contingency programs for medical and accident response.
11. The proper use, maintenance, and storage of any PPE required.
12. Procedures implemented to provide employee information about chemical hazards for non-routine or special tasks.

See Attachments B, C, and D

HAZARD DETERMINATION

There are various types of chemical hazards, for classification purposes the various types are defined as Physical Hazards, Health Hazards, Simple Asphyxiant, Combustible Dust, Pyrophoric Gas, and Hazards Not Otherwise Classified (HNOC). By completing an inventory listing these chemicals and reviewing SDSs, these chemicals can be identified.

• **Physical Hazard**

A physical hazard is defined as a chemical that is classified as posing one of the following hazardous effects: explosive; flammable (gases, aerosols, liquids, solids); oxidizer (liquid, solid, or gas); self-reactive; pyrophoric (liquid or solid); self-heating; organic peroxide; corrosive to metal; gas under pressure; or in contact with water emits flammable gas. There are 16 physical hazard classes and their associated hazard categories, which can be located in Appendix B to 29CFR 1910.1200 – Physical Criteria.

- **Health Hazard**

A health hazard is defined as a chemical which is classified as posing one of the following hazardous effects: acute toxicity (any route of exposure); skin corrosion or irritation; serious eye damage or eye irritation; respiratory or skin sensitization; germ cell mutagenicity; carcinogenicity; reproductive toxicity; specific target organ toxicity (single or repeated exposure); or aspiration hazard. There are 10 health hazard classes and their associated hazard categories defined in Appendix A to 29CFR 1910.1200 – Health Hazard Criteria.

- **Simple Asphyxiate**

A simple asphyxiate means a substance or mixture that displaces oxygen in the ambient atmosphere, and can thus cause oxygen deprivation in those who are exposed, leading to unconsciousness and death.

- **Combustible Dust**

OSHA does not define a combustible dust in the 2012 HCS; however, the definition can be inferred from other OSHA publications and emphasis programs regarding combustible dusts. A combustible dust may be defined as a combustible particulate solid that presents a fire or deflagration hazard when suspended in air or some other oxidizing medium over a range of concentrations, regardless of particle size or shape.

- **Pyrophoric Gas**

A pyrophoric gas is defined as a chemical in a gaseous state that will ignite spontaneously in air at a temperature of 130°F (54.4°C) or below.

- **Hazard Not Otherwise Classified**

A hazard not otherwise classified means an adverse physical or health effect not identified through evaluation of scientific evidence during the classification process that does not meet the specified criteria for the physical and health hazard classes addressed in the 29CFR1910.1200 standard.

VI. PERSONAL PROTECTIVE EQUIPMENT

Personal protective equipment (PPE) includes gloves, safety glasses, goggles, face shields, aprons, respirators, etc. The PPE necessary for protection while being exposed to hazardous chemicals, airborne particles, damaging light sources, etc. must be provided to employees. Proper use of protective equipment is essential to prevent exposure. Supervisors must instruct employees as to what personal protective equipment must be worn. This equipment must be kept clean and stored in such a manner that it is protected from contaminants, dirt, dust or any atmosphere that might cause damage or deterioration of the equipment. Protective clothing should always be free from holes, rips, or tears.

- Gloves should be selected based on the chemicals being handled, or the task being performed.
- Eye protection, safety glasses or goggles, must meet ANSI (American National Standards Institute) Z87.1 standard.
- Safety goggles should always be worn whenever a potential chemical splash hazard or airborne particle hazard exists (a face shield might also be required for certain activities).
- Goggles used for this purpose should have indirect vents or designated as chemical splash goggles vs. impact goggles. Eye protection, safety glasses or goggles must meet ANSI (American National Standards Institute) Z87.1 standard.
- They must fit well, be reasonably comfortable, and not interfere with vision.

- If an employee wears prescription lenses, safety glasses or goggles must be worn over prescription glasses whenever eye protection is required unless the prescription glasses are approved safety glasses (ANSI Z87.1).
- Safety glasses must always have side shields.
- Departments may choose to cover all or part of the purchase price of prescription safety glasses. Contact your supervisor for information about the College contract for a local provider.

For additional information or assistance with the selection of PPE, contact your supervisor.

VII. NON-ROUTINE TASKS

Employees performing “non-routine” tasks can be exposed to chemicals from unusual and unexpected sources. These “non-routine” tasks may include, for example, periodic tank or boiler cleaning or the replacement of seals and gaskets. Written procedures shall be developed for every “non-routine” task by the supervisor of the employees who will perform the task. The information will include chemical hazards associated with the performance of the tasks and appropriate protective measures required to perform the task safely. The procedures shall be included (or specific location referenced) in the local copy of the Hazard Communication Program. The Vice President for Finance and Administration will provide guidance and advice upon request. **See Attachment D**

The following attachments are tools to assist users with the implementation of the Hazard Communication Program.

- Attachment A** Request for Safety Data Sheet
- Attachment B-1** Initial Assignment - Hazard Communication Training
- Attachment B-2** New Hazards - Hazard Communication Training
- Attachment B-3** Non-Routine Tasks - Hazard Communication Training
- Attachment C** Initial Assignment Hazard Communication Training Roster
- Attachment D** New Hazards and Non-Routine Tasks Training Roster
- Attachment E** Assigned Responsibilities for the Hazard Communication Standard Requirement
- Attachment F** Contractor Information
- Attachment G** Hazard Communication Standard Pictogram

Attachment A**PAUL SMITH'S COLLEGE
REQUEST FOR SAFETY DATA SHEET**

The Occupational Safety and Health Administration Hazard Communication Standard (29CFR 1910.1200) requires us to maintain and distribute safety data sheets (SDS) for all hazardous chemicals used by on campus. To fulfill these requirements, we request that you provide us a completed SDS for the following chemicals.

Name: (Last, First, MI)	Date:
Department:	BLDG/RM NO.

Product Name	Product Number	Manufacturer	Case or Lot Number

SDS(s) should be sent to the address provided below on or before the date the product(s) will be delivered. We also request any additional information you currently have, or may acquire in the future concerning the safety and health of these products also be sent to:

**Attachment B-1
Initial Assignment - Hazard Communication Training**

Employee Name:	Date:
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Training Item	Completed	Supervisor's Initials	Employee's Initials
The location, availability, and requirements of the Hazard Communication Program has been made known to me.			
The location and availability of the chemical inventory for my area was made known to me.			
The location and availability for the Safety Data Sheets (SDS) for the chemicals that I will be working with was made known to me. An explanation of how to use the information on the SDS was provided to me.			
I was informed of the health and physical hazards and location of the chemicals in my work area. Any special precautions required for chemicals used in my area were also explained to me.			
Any Personal Protective Equipment required for chemicals used in my area was provided to me and its proper use and maintenance explained.			
Training on reading and understanding labels was provided.			
Methods to lessen or prevent exposure through administrative, engineering controls, and the use of protective equipment were reviewed.			
Methods and observation techniques used to detect the presence or release of a hazardous chemical were explained.			
Contingency programs for medical, accident, and spill response were explained.			
Individual employee's responsibilities were reviewed and made known to me.			

I certify that the above listed training was provided to me, and that I understand the requirements of the Paul Smith's College Hazard Communication Program, this training program as presented to me, and agree to abide by the policies and procedures set forth in the Hazard Communication Program.

Employee Signature:

Date:

Supervisor Signature:

Date:

NOTE: Retain all training records within your department. Provide a copy of the training records to the Department Manager and Training Coordinator. Information shall be provided to the Human Resources Department for entry into the training database. A list of employees trained may be provided rather than individual sheets, if the employees are provided the training as a group and all the information listed above is covered.

Attachment B-2

New Hazards - Hazard Communication Training

Employee Name:	Date:
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Training Item	Completed	Supervisor's Initials	Employee's Initials
Introduction to a new chemical to be used in my work area.			
The location and availability of the Safety Data Sheets (SDS) for the new chemical that I will be working with was made known to me. An explanation of how to use the information on the SDS was provided to me.			
I was informed of the health and physical hazards and location of the new chemical in my work area. Any special precautions required for the chemical used in my area were also explained to me.			
Personal Protective Equipment required for the new chemical used in my area was provided to me and its proper use and maintenance explained.			
Training on reading and understanding the label on the new chemical was provided to me.			
Methods and observation techniques used to detect the presence or release of the new chemical were explained.			
Contingency programs for medical, accident, and spill response for the new chemical were explained.			
Individual employee's responsibilities were reviewed and made known to me.			

I certify that the above listed training was provided to me, and that I understand the Hazard Communication Program and training and agree to abide by the policies and procedures set forth in the Hazard Communication Program.

Employee Signature:

Date:

Supervisor Signature:	Date:
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NOTE: Retain all training records within your department. Provide a copy of the training records to the Department Manager and Training Coordinator. Information shall be provided to the Human Resources Department for entry into the training database. A list of employees trained may be provided rather than individual sheets, if the employees are provided the training as a group and all the information listed above is covered.

**Attachment B-3
Non-Routine Tasks - Hazard Communication Training**

Employee Name:	Date:
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Training Item	Completed	Supervisor's Initials	Employee's Initials
Introduction to a non-routine task to be used in my work area.			
The location and availability of the Safety Data Sheets (SDS) for the chemicals that I will be working with was made known to me. An explanation of how to use the information on the SDS was provided to me.			
I was informed of the health and physical hazards and location of chemicals in my work area. Any special precautions required for the chemical used in my area were also explained to me.			
Personal Protective Equipment required for the non-routine task used in my area was provided to me and its proper use and maintenance explained.			
Training on reading and understanding the label on the chemicals for this non-routine task was provided to me.			
Methods and observation techniques used to detect the presence or release of the non-routine task chemicals were explained.			
Contingency programs for medical, accident, and spill response for the non-routine task chemicals were explained.			
Individual employee's responsibilities were reviewed and made known to me.			

I certify that the above listed training was provided to me, and that I understand the Hazard Communication Program and training and agree to abide by the policies and procedures set forth in the Hazard Communication Program.

Employee Signature:

Date:

Supervisor Signature:	Date:
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NOTE: Retain all training records within your department. Provide a copy of the training records to the Department Manager and Training Coordinator. Information shall be provided to the Human Resources Department for entry into the training database. A list of employees trained may be provided rather than individual sheets, if the employees are provided the training as a group and all the information listed above is covered.

**Attachment C
Paul Smith's College
Initial Assignment Hazard Communication Training Roster**

Date:	Time:
Location:	Department:
Instructor(s):	

	Employee Name	Employee ID #	Department/ Supervisor	Employee Signature
1.				
2.				
3.				
4.				
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6.				
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9.				
10.				
11.				
12.				
13.				
14.				
15.				

Instructor's signature:	Date:
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Attachment D New Hazards and Non-Routine Tasks Training Roster

Date:	Time:
Location:	Department:
Instructor(s):	

Hazardous Chemical or Material	Employee Name	Employee ID #	Department/ Supervisor	Employee Signature

Instructor's signature:	Date:
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Attachment E Assigned Responsibilities for Compliance

Department Name:

Location (s) covered by these assigned responsibilities:

1. _____
2. _____
3. _____

A. HAZARDOUS CHEMICALS LIST: Responsible for auditing and completing and inventory of all chemicals in the workplace and listing those hazardous chemicals as required:

Name:

Position:

B. SAFETY DATA SHEETS: Responsible for obtaining and maintaining SDSs for all hazardous chemicals in the workplace:

Name:

Position:

C. LABELING: Responsible for labeling identity and hazard info on workplace containers:

Name:

Position:

D. EMPLOYEE TRAINING: Responsible for conducting training:

Name:

Position:

E. NON-ROUTINE TASKS: Responsible for reviewing and training employees for non-routine tasks:

Name:

Position:










Department Head/Supervisor Signature

Date

Attachment G

Hazard Communication Standard Pictograms

As of June 1, 2015, the Hazard Communication Standard (HCS) will require pictograms on labels to alert users of the chemical hazards to which they may be exposed. Each pictogram consists of a symbol on a white background framed within a red border and represents a distinct hazard(s). The pictogram on the label is determined by the chemical hazard classification.

<p>Health Hazard</p>  <ul style="list-style-type: none"> • Carcinogen • Mutagenicity • Reproductive Toxicity • Respiratory Sensitizer • Target Organ Toxicity • Aspiration Toxicity 	<p>Flame</p>  <ul style="list-style-type: none"> • Flammables • Pyrophorics • Self-Heating • Emits Flammable Gas • Self-Reactives • Organic Peroxides 	<p>Exclamation Mark</p>  <ul style="list-style-type: none"> • Irritant (skin and eye) • Skin Sensitizer • Acute Toxicity (harmful) • Narcotic Effects • Respiratory Tract Irritant • Hazardous to Ozone Layer (Non-Mandatory)
<p>Gas Cylinder</p>  <ul style="list-style-type: none"> • Gases Under Pressure 	<p>Corrosion</p>  <ul style="list-style-type: none"> • Skin Corrosion/ Burns • Eye Damage • Corrosive to Metals 	<p>Exploding Bomb</p>  <ul style="list-style-type: none"> • Explosives • Self-Reactives • Organic Peroxides
<p>Flame Over Circle</p>  <ul style="list-style-type: none"> • Oxidizers 	<p>Environment (Non-Mandatory)</p>  <ul style="list-style-type: none"> • Aquatic Toxicity 	<p>Skull and Crossbones</p>  <ul style="list-style-type: none"> • Acute Toxicity (fatal or toxic)

For more information:



U.S. Department of Labor



OSHA

Occupational
Safety and Health
Administration

www.osha.gov (800) 321-OSHA (6742)

OSHA 3491-02 2012

Phil Fiacco

From: Martin Hanifin
Sent: Tuesday, November 08, 2016 10:51 AM
To: Phil Fiacco
Cc: Martin Hanifin
Subject: RE: PSC Hazard Communication Plan v131

Approved. I've scheduled you to come to Cabinet on Monday, Nov 14th to briefly discuss.

Appreciate your work on this!

Marty Hanifin
Vice President for Finance and Administration
Paul Smith's College
Administration Building P.O. Box 265
Paul Smiths, New York 12970-0265
mhanifin@paulsmiths.edu
Tel: (518) 327-6226

From: Phil Fiacco
Sent: Tuesday, November 08, 2016 10:37 AM
To: Martin Hanifin
Subject: PSC Hazard Communication Plan v131

Philip Fiacco
Emergency Management and Compliance Coordinator
Title IX Coordinator
Clery Compliance Coordinator
MERT Club Advisor
Paul Smith's College
PO Box 265
Phelps Smith Administration Building – Rm 001
Paul Smiths, NY 12970
pfiacco@paulsmiths.edu
518-327-6451 (office)
518-651-0605 (cell)



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