

DHHS POLICIES AND PROCEDURES

Section V:	Human Resources
Title:	Safety and Benefits
Chapter:	Imminent Danger
Current Effective Date:	4/1/04
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Purpose

The purpose of this policy is to authorize division/facility/school Safety and Health Directors to take immediate action to correct conditions and actions which pose an immediate threat to the safety and health of employees, clients, and/or visitors.

For the purposes of this policy, Imminent Danger is defined as a manipulation, process, action, or condition which in the opinion of the Safety and Health Director is considered to constitute an immediate threat to the life, safety, or health of an employee, client, or general public.

Policy

1. Incidents of potential imminent danger shall be brought to the attention of the division/facility/school Safety and Health Director as soon as possible.
2. The division/facility/school Safety and Health Director shall immediately investigate any instance of potential imminent danger which is reported.
3. If in the opinion of the division/facility Safety and Health Director an instance is of imminent danger as defined above, the director is authorized by this policy to immediately order the cessation or modification of such manipulation, process, action, or condition.
4. The division/facility/school Safety and Health Director is required to make a full report of the imminent danger and the actions concerning it to the division/facility/school Director immediately and the Department of Health and Human Services (DHHS) Safety and Health Office within one day of determination.
5. The division/facility/school Safety and Health Director shall monitor the implementation of corrective actions to their conclusion.
6. Disciplinary action may be taken against any employee who knowingly permits the existence of imminent danger to go unreported.

Implementation

Each division/facility/school shall develop specific operating procedures to implement this policy.

For questions or clarification on any of the information contained in this policy, please contact [Human Resources](#). For general questions about department-wide policies and procedures, contact the [DHHS Policy Coordinator](#).