

INDIAN AFFAIRS MANUAL

1.1 Purpose. This chapter establishes the basic policy and authorities for the Bureau of Indian Affairs (Bureau) Safety and Occupational Health Program. The basic requirements of the program are delineated in the **BIA Safety and Health Handbook** and are incorporated into this IAM by reference. **BIA Safety and Health Handbook** is available from the Division of Safety and Risk Management in Albuquerque, New Mexico.

1.2 Scope. The Bureau Safety and Occupational Health Program is comprised of six elements: Federal Occupational Safety and Health (OSHA), Loss Compensation, Employee Injury Compensation, Motor Vehicle Safety, Indian Highway Safety and Technical Assistance.

1.3 Policy. It is the policy of the Bureau to:

A. Provide a safe environment for all Bureau employees, students attending BIA, Contract and Grant schools, and the visiting public while on Bureau property or when using its facilities.

B. Include safety and health as an integral part of every operation.

C. Hold managers and supervisors accountable and provide them recognition for implementation and management of the Program within their scope of authority and responsibility.

D. Establish and maintain a staff of safety and health professionals and collateral-duty personnel at appropriate levels within the bureau.

E. Require that no employee be subjected to restraint, interference, coercion, discrimination, or reprisal for filing a report of an alleged unsafe or unhealthful working condition, or otherwise participating in the program.

F. Provide employees the supervision, knowledge, and skills necessary to safely perform their assigned tasks.

G. Establish central office, regional and agency office safety and health committees to enhance effective communications between employees and management.

H. Incorporate and enforce appropriate safety and health performance clause(s) in contracts with contractors.

I. Promptly and thoroughly investigate and document all accidents, incidents and reports of unsafe conditions.

J. Inform all employees of their rights and the benefits provided by the Federal Employees' Compensation Act (FECA).

K. Comply with applicable program requirements of P.L. 91-596, Occupational Safety and Health Act of 1970; 29 CFR, Part 1960; Executive Order 12196; and Bureau adopted standards.

L. Provide technical assistance to Indian tribes, tribal groups, tribal contractors, Bureau offices, and other government agencies in all matters related to the Bureau Safety and Health Program.

1.4 Authority.

A. Public Law 91-596, Occupational Safety and Health Act of 1970, Sections 6 and 19.

B. Public Law 93-87, Federal Aid Highway Act of 1973.

INDIAN AFFAIRS MANUAL

Part 25
Chapter 1

Safety and Occupational Health Program
Policy and Authorities

Page 2

- C.** Federal Tort Claims Act of 1966 (28 U.S.C. Secs. 2671-2680).
- D.** Military Personnel and Civilian Employees' Claims Act of 1964 (31 U.S.C. Sec. 240).
- E.** Federal Employees' Compensation Act of September 7, 1916 (5 U.S.C. 8101 et. seq.) as amended.
- F.** Executive Order 12196, Occupational Safety and Health Programs for Federal Employees.
- G.** Title 29, Code of Federal Regulations (CFR), Part 1960, Basic Program Elements for Federal Employee Occupational Safety and Health Programs and Related Matters.
- H.** Title 20 CFR, Chapter 10, Injury Compensation.
- I.** 485 Departmental Manual (DM), Safety Management.
- J.** 451 DM 1-4, Tort Claims Against the U.S. Government.