A. Personal Protective equipment against the effects of noise exposure shall be provided to all Columbus State employees free of charge when sound levels exceed those shown in the table below:

PERMISSIBLE NOISE EXPOSURES

<table>
<thead>
<tr>
<th>Duration per day/hours</th>
<th>Sound level/DBA</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>90</td>
</tr>
<tr>
<td>6</td>
<td>92</td>
</tr>
<tr>
<td>4</td>
<td>95</td>
</tr>
<tr>
<td>3</td>
<td>97</td>
</tr>
<tr>
<td>2</td>
<td>100</td>
</tr>
<tr>
<td>1 ½</td>
<td>102</td>
</tr>
<tr>
<td>1</td>
<td>105</td>
</tr>
<tr>
<td>½</td>
<td>110</td>
</tr>
<tr>
<td>¼ or less</td>
<td>115</td>
</tr>
</tbody>
</table>

The following job classifications are applicable under the Hearing Conservation Program:

1. Aviation Maintenance Instructors, Chairperson
2. Automotive Technology (Faculty & Lab Tech.)
3. Groundskeepers
4. Maintenance Repairpersons
5. Public Safety Employees
6. Law Enforcement Instructors (involved in range training)

B. A monitoring program shall be implemented when information indicates that any employee's exposure may equal or exceed an 8-hour time weighted average (TWA) of 85 decibels or one-half of the day duration for the corresponding sound level as in the chart above. Monitoring shall be requested by the appropriate manager whenever a change in procedures, equipment, or controls increases noise exposure.

C. Audiometric tests and equipment shall meet all OSHA requirements.

D. The department manager will notify applicable employees when tests indicate that the noise exposure is above the 8-hour TWA of 85 decibels in a particular area.
E. All applicable employees shall have baseline Audiometric tests within six months of implementation of this program or of their first exposure. If outside contractor (mobile van) testing is used, a baseline audiogram will be conducted within one year of initial exposure.

F. Testing will be conducted according to accepted procedures. Employees will be informed regarding procedures to establish a baseline audiogram.

G. Applicable employees shall have at least annual audiograms after baseline is established. If a standard threshold shift has occurred, additional testing may be required.

H. A qualified medical professional shall review problem audiograms and determine whether there is need for further evaluation. If comparison of the audiograms indicates a standard threshold shift, the employee will be informed in writing within 21 days of the determination.

I. If a qualified medical professional determines that the standard threshold shift is not work related or aggravated by occupational exposure, the following steps will be taken:

1. Employees not using hearing protectors, shall be fitted with hearing protectors, trained in their use and care, and required to wear them.

2. Employees already using hearing protection shall be refitted and retrained in the use of hearing protection and provided with hearing protectors offering greater attenuation if necessary.

3. The employee shall be referred for further evaluation or testing, as appropriate, if it is suspected that a medical pathology of the ear is caused or aggravated by the wearing of hearing protectors.

J. If subsequent audiometric testing of an employee whose exposure to noise is less than an 8-hour TWA of 90 decibels indicates that a threshold shift is not persistent, the college shall inform the employee of the new audiometric interpretation and may discontinue the use of hearing protectors.

K. An annual audiogram may be substituted for the baseline audiogram when the standard threshold shift is persistent or the annual audiogram indicates significant improvement over the baseline.

L. When any of the three conditions listed occur, hearing protectors must be worn by all employees; (1) exposure to an 8-hour TWA of 85 decibels or more, (2) when baseline audiograms have not been administered, and (3) when a standard threshold shift has been experienced. When applicable, it is the direct supervisor's responsibility to administer the disciplinary process in order to ensure that applicable hearing protectors are worn.
M. Employees shall be given the opportunity to select hearing protectors from approved available hearing protectors provided by the college. Hearing protectors’ attenuation shall be evaluated for specific noise environments in which the protectors will be used. Protectors must attenuate employee exposure to at least an 8-hour TWA of 85 decibels or below. Protectors shall be replaced when necessary.

N. The direct supervisor shall follow the appropriate safety procedures to ensure the proper initial fitting of all hearing protectors and monitor the proper use of hearing protectors.

O. The Program Coordinator of Health & Safety – Human Capacity Development shall institute an annual training program for all applicable employees which includes:

1. The effects of noise on hearing.
2. The purpose of hearing protectors, the advantages, disadvantages, and attenuation of various types, and instruction on selection, fitting, use, and care.
3. The purpose of audiometric testing and an explanation of test procedures.

P. Copies of the Occupational Noise Exposure regulation (OSHA) shall be available to applicable employees from the Human Resources Department, from the Public Safety Department, and within the department of applicable employees.

Q. The Safety Program Coordinator – Department of Public Safety shall maintain records of all work area decibel exposure measurements.

R. The Human Resource Department shall maintain records of all applicable employee audiometric test records which shall include:

1. Name and job classification.
2. Date of the audiogram.
3. The examiner's name.
4. Date of the last acoustic or exhaustive calibration of the audiometer.
5. Employee's most recent work area decibel exposure measurement.
6. Background sound pressure levels in audiometric test rooms.
S. Records shall be maintained according to the following schedule:

1. Work area decibel exposure measurement- two years

2. Audiometric test records-duration of applicable employee's employment.