

Clarksville-Montgomery County School System HEARING CONSERVATION PROGRAM

OSHA Standard - [29 CFR 1910.95](#)

1.0 General Information

The Clarksville Montgomery County School System (CMCSS) Hearing Conservation Program establishes hearing conservation practices if an employee group is identified to have noise exposures equal or exceeding an 8-hour time-weighted average sound level (TWA) of 85 decibels (dBA).

At this time, CMCSS has no work areas identified to have continuous noise levels above 85 dBA.

In the event that an employee suspects a work area to have continuous noise levels above 85 dBA, it is the employee's responsibility to bring it to the attention of their Supervisor, in writing, so that a proper assessment of the place in question can occur.

2.0 Workplace Noise Level Monitoring

The Safety and Health Department will monitor all work areas where the continuous noise levels are suspected to be above 85 dBA. Currently, CMCSS has no work areas identified to have continuous noise levels above 85 dBA.

Monitoring will be performed according to OSHA guidelines.

Employees, who are exposed to noise at an 8-hour time-weighted average at or above 85 dBA, will be placed in the hearing conservation and audiometric testing program.

The following chart will be used to determine the status of an employee's noise exposure:

Permissible Noise Exposures	
Duration per day, hours	Sound level dBA slow response
8	90
6	92
4	95
3	97
2	100
1 ½	102
1	105
½	110
¼ or less	115

Monitoring shall be repeated whenever a change in process, equipment or controls increases noise exposures to the extent that:

- Additional employees may be exposed to or above the noise action level or,
- The hearing protection being used may no longer provide adequate protection for the noise exposure.

The Safety and Health Department will provide the results of these surveys to responsible department head.

The department head shall notify each employee exposed at or above the action level of the results of the monitoring.

3.0 Audiometric Testing

- Every employee who is exposed to noise levels at or above an 8-hour time-weighted average of 85 dBA will be offered an annual audiometric test.
- New employees will have a baseline audiogram during initial physical exams.
- Safety and Health Department will arrange for audiometric testing for employees, and will track and notify the department supervisor when it is time for the annual audiometric test.
- All testing procedures will be in accordance with OSHA and ANSI requirements.
- The cost of the audiometric testing will be at each affected department's expense.
- Results of the audiometric test will be placed in the employee's medical file at the medical facility performing the test.
- The employee's test records will be maintained for the duration of employment with the CMCSS.
- If the test indicates a standard threshold shift, the CMCSS may arrange a retest of the affected employee within thirty (30) days.
- If the final test results show that an employee has suffered a standard threshold shift, the employee will be notified by the administering facility within 21 days of the determination.
- A physician will determine whether a standard threshold shift is work related or may be aggravated by occupational noise exposure. When a standard threshold shift occurs, the following steps will be taken:
 1. If an employee is not using hearing protectors he/she will be fitted with hearing protectors; trained in their use and care, and required to use them; and
- If the employee is already using hearing protectors he/she will be refitted and retrained in their proper use, and if necessary, be provided with hearing protectors offering greater attenuation.
- The employee's department will pay for the cost of the audiograms. Any additional test or examinations to determine the cause of any hearing loss will be paid through the on-the-job injury program.

4.0 Supply and Use of Hearing Protectors

- Each department shall make hearing protectors available to employees exposed to an 8-hour time-weighted average of 85 decibels or greater.
- Hearing protectors will be replaced as necessary.

- All employees who are exposed to an 8-hour time-weighted average of 85 decibels or greater are required to wear hearing protectors.
- Hearing protectors will be worn by all employees who work in or enter into an areas designated as a noise hazard area.
- Employees will be given the opportunity to select their hearing protectors from a variety of suitable hearing protectors provided.
- Safety and Health Department will conduct training and ensure proper initial fitting. Departmental supervisors will supervise the correct use of all hearing protectors.
- Hearing protectors must reduce employee exposure to or less than an 8-hour time-weighted average of 85 decibels.
- If there is any change in any process or operation, hearing protection will be re-evaluated by the department supervisor.

4.0 Training

- All employees who are exposed to noise at or above an 8-hour time-weighted average of 85 dBA will receive Hearing Conservation training.
- Safety and Health Department will provide annual training to each affected employee if a work area is identified as having continuous noise levels above 85 dBA.
- The training will cover, at a minimum, the following aspects of the Hearing Conservation Program:
 1. The effects of noise on hearing.
 2. The purposes of hearing protectors, the advantages, disadvantages and attenuation of various types, and instructions on selection, fitting, use, and care.
 3. The purpose of audiometric testing, and an explanation of the test procedures.
 4. The findings of any work area monitoring.
- Appropriate handouts will be provided as part of the training curriculum.
- The safety training roster will be signed by each trainee and maintained on file in the department.
- CMCSS will make available to affected employees any informational materials pertaining to this standard.

5.0 Recordkeeping

All records of employee exposure measurements including the results of all surveys, audiometric tests and training will be retained for the following periods:

- Noise exposure measurement records will be retained for at least two years at the Safety and Health Department.
- Audiometric test records will be retained for the duration of the affected employee's employment.

Records will be provided upon request to employees, former employees, designated representatives, and to any authorized OSHA representative.

Associated Documents: none