



YOUTH PROTECTION AND SAFETY

Health and Safety Policy

ADOPTED BY THE BOARD OF DIRECTORS

November 19, 2024

ORGANIZATION

Foosball Clubs USA Inc., a 501(c)(3) nonprofit

This is the adopted version of this policy. Find every FCUSA policy at
foosballclubsusa.com/policies. Questions are welcome at
admin@foosballclubsusa.com.

Foosball Clubs USA Inc.

Health and Safety Policy

1. Purpose

The purpose of this policy is to ensure the health, safety, and well-being of all employees, volunteers, participants, and any other individuals associated with Foosball Clubs USA Inc. This policy outlines the organization's commitment to creating and maintaining a safe and healthy environment.

2. Scope

This policy applies to all employees, volunteers, participants, and any other individuals associated with Foosball Clubs USA Inc.

3. Policy Statement

Foosball Clubs USA Inc. is committed to providing a safe and healthy environment for all individuals. The organization will take all necessary measures to prevent accidents, injuries, and illnesses, and to comply with all relevant health and safety laws and regulations.

4. Health and Safety Principles

- **Prevention:** Proactively identify and mitigate health and safety risks to prevent accidents, injuries, and illnesses.
- **Compliance:** Adhere to all relevant health and safety laws, regulations, and standards.
- **Training:** Provide regular health and safety training to all employees and volunteers.
- **Continuous Improvement:** Continuously monitor, review, and improve health and safety practices.

5. Health and Safety Responsibilities

- **Employees and Volunteers:** Understand and comply with the Health and Safety Policy. Report any health and safety concerns or incidents immediately.
- **Supervisors and Managers:** Ensure that health and safety policies and procedures are communicated and enforced. Support employees and volunteers in maintaining a safe environment.

- **Health and Safety Officer:** Oversee the implementation of the Health and Safety Policy. Conduct regular inspections and risk assessments. Provide training and support.
- **Human Resources Department:** Maintain records of health and safety training and incidents. Provide support and resources for health and safety initiatives.

6. Risk Assessment and Management

- **Risk Assessment:** Conduct regular risk assessments to identify potential health and safety hazards. Document and prioritize risks based on their severity and likelihood.
- **Risk Management:** Implement appropriate measures to mitigate identified risks. Monitor the effectiveness of these measures and make adjustments as necessary.
- **Emergency Preparedness:** Develop and implement emergency response plans for various scenarios, including fire, medical emergencies, and natural disasters.

7. Health and Safety Training

- **Training Requirements:** All employees and volunteers must complete health and safety training upon joining the organization and at regular intervals thereafter.
- **Training Content:** Training will cover topics such as hazard identification, risk assessment, emergency response, first aid, and safe work practices.
- **Training Records:** Maintain records of all health and safety training sessions and participants.

8. Incident Reporting and Investigation

- **Reporting:** Any health and safety incidents, including accidents, injuries, and near-misses, must be reported immediately to the Health and Safety Officer or the Human Resources Department.
- **Investigation:** Conduct a thorough investigation of all reported incidents to determine their cause and prevent recurrence. Document the findings and actions taken.
- **Corrective Actions:** Implement appropriate corrective actions based on the investigation findings. Monitor the effectiveness of these actions and make adjustments as necessary.

9. Health and Safety Inspections and Audits

- **Regular Inspections:** Conduct regular health and safety inspections to identify potential hazards and ensure compliance with health and safety standards.
- **Audits:** Perform periodic health and safety audits to assess the effectiveness of the Health and Safety Policy and procedures. Document the findings and take corrective actions as needed.

10. Health and Well-being Programs

- **Health Promotion:** Promote health and well-being initiatives, such as fitness programs, mental health support, and healthy lifestyle education.
- **Ergonomics:** Implement ergonomic practices to reduce the risk of musculoskeletal injuries. Provide ergonomic assessments and equipment as needed.
- **Work-Life Balance:** Encourage work-life balance by promoting flexible work arrangements and stress management programs.

11. Responsibilities of Participants

Participants in Foosball Clubs USA Inc. activities are expected to:

- **Follow Safety Guidelines:** Adhere to all safety guidelines and instructions provided by staff and volunteers.
- **Report Incidents:** Report any health and safety concerns or incidents to a staff member or volunteer immediately.
- **Participate Safely:** Engage in activities safely and responsibly, taking care not to endanger themselves or others.

12. Review and Revision

This Health and Safety Policy will be reviewed annually to ensure its effectiveness and relevance. Updates and revisions will be made as necessary to reflect changes in laws, organizational policies, or best practices.

13. Conclusion

Foosball Clubs USA Inc. is dedicated to providing a safe and healthy environment for all individuals. By adhering to this Health and Safety Policy, the organization ensures the well-being of its employees, volunteers, and participants, fostering a culture of safety and health.