



**HEAT STRESS PROGRAM
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Summary of Changes

Date: 6/7/2023

Section	Change
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All	Initial program publication.
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A. SCOPE AND APPLICATION

The Heat Stress Program is established in accordance with NRS 618.383 section 7 through 9 and the “Guidance for Nevadan Business related to Heat Illness National Emphasis Program” issued by the Nevada Occupational Safety and Health Administration on May 4, 2022.

B. COMPLIANCE

This program applies to contractors, UNLV employees, volunteers, and student workers who perform work in hot environments at UNLV.

C. DUTIES AND RESPONSIBILITIES

(1) Contractors

- a. Establish a heat stress program pertaining to their employees.
- b. Provide adequate provisions for water, rest, and shade while working on UNLV property.

(2) Risk Management and Safety (RMS)

- a. Establish a heat stress program for UNLV employees, volunteers, and student workers.
- b. Provide training about heat stress program and protection of employees.
- c. Provide instruction to departments on setting up and managing their own heat stress program.

(3) Department Directors

- a. Establish a department specific heat stress program to manage heat stress for employees.
- b. Allocate resources to provide PPE, cooling provisions, and equipment to work in hot environments.

(4) Department Managers and Supervisors

- a. Provide annual instruction to employees about heat stress program and to follow appropriate protocols.
- b. Review working conditions that can possibly create the environment in which heat illness could occur.
- c. Implement controls as specified in section D when working in a hot environment.

- d. Schedule work and/or breaks to mitigate effects of heat stress.
- e. Provide potable water, rest breaks, and shade.
- f. Monitor employees for heat illness, monitor acclimatization of employees, and monitor work.
- g. Train employees and review procedures for caring for employees during hot seasons of the year.
- h. Review and sign with employees the "Heat Illness Prevention Plan Worksheet".

(5) Workers

- a. Receive training about heat stress program.
- b. Adhere to protocols of heat stress program.
- c. Properly use all PPE that is provided.
- d. Monitor self and co-workers for symptoms of heat illness.
- e. Comply with all requests to take breaks from work.

D. HEAT STRESS CONTROLS

- a. Engineering: Shade structures, cooldown areas, A/C systems, misting fans.
- b. Administrative: Utilize cooler parts of the workday for hot jobs, rotate job functions among staff, ensure adequate break scheduling, set up monitoring assignments and buddy system.
- c. PPE/Clothing: Reflective clothing, hats, neck wraps, cooling vests, and head coverings.

E. EMPLOYEE SUFFERING FROM SIGNS OF HEAT ILLNESS

- a. Provide employees relief from duty.
- b. Provide employees with the means to reduce body temperature.
- c. Monitor employees to determine if medical care is necessary.

F. HEALTH RISK FACTORS/ACCLIMATIZATION

- a. Use a staggered approach over 7-14 days to allow new workers to become accustomed to hot environments.

- b. New workers should begin at 20% of normal work load then gradually increase.
- c. Returning workers should begin at 50% of normal work load then gradually increase over 3 consecutive days.
- d. Advise workers on the increased risk of heat stress from factors such as health conditions, medications, drugs/alcohol, and food diet.

G. Heat Illness Prevention Plan Worksheet

- a. All departments with employees that are potentially exposed to heat related illnesses will review and sign the Heat Illness Prevention Plan Worksheet.
- b. Variables such as work processes, location, signs/symptoms of heat illness, exposure controls, rest/breaks, and PPE/clothing are to be documented on the form.
- c. Contact Risk Management and Safety for copies of the Heat Illness Prevention Plan Worksheet via the following link:

<https://www.unlv.edu/rms/contact>

H. DEFINITIONS

- (1) Acclimatization – The temporary adaptation of a person’s body to work in the heat that occurs gradually when the person is exposed to the heat.
- (2) Heat Illness – A medical condition resulting from the body’s inability to cope with a particular heat load and includes, without limitation, heat cramps, heat rash, heat exhaustion, fainting and heat stroke.
- (3) Shade – A blockage of direct sunlight.

I. Useful Links on Heat Stress/Illness Prevention

- (1) OSHA Website Link_
<https://www.osha.gov/heat-exposure>
- (2) NIOSH Heat Stress Index Tool_
<https://www.cdc.gov/niosh/topics/heatstress/heatapp.html>