



ENVIRONMENTAL HEALTH AND SAFETY STRATEGIC PLAN 2016 – 2021



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MESSAGE FROM THE DIRECTOR

I am pleased to present the first five-year strategic plan for the Department of Environmental, Health and Safety (EH&S) at Florida International University (FIU). The plan focuses on delivering high-quality and compliant environmental, health and safety programs that align with the University's Beyond Possible 2020 strategic goals.



Through its programs and initiatives, the Department of EH&S works to promote and sustain an atmosphere where concern for the environment, health and the safety of our University and the broader community is foremost in the minds of our staff, students, and faculty.

As a renowned institution with global impact, FIU has the opportunity to broadly communicate our commitment to making the world a safer, better place to live and work while sustaining environmental, health and safety regulatory compliance. We believe that integrating a culture of safety in the foundation of our work, our research and our academic programs not only will pave the road towards working in a safe and environmentally conscious institution but, it will also prepare our students to apply themselves in the workplace. To accomplish this, The Department of EH&S will focus on a number of key goals within the next five years.

First, The Department of EH&S will establish programs that will prepare the institution for a safe, environmentally sound and compliant future. Second, The Department of EH&S will educate our working community and tomorrow's leaders (our students) by supporting and partnering with them in local projects to ensure that safety and environmental requirements are integrated into their practices and research, as well as providing opportunities for students to complete their practicums in projects facilitated by our Department that will contribute to both their academic growth and the University EH&S compliance efforts.

Lastly, The Department of EH&S will foster inter-campus and inter-college collaborations that will assist the University in the development of holistic programs that leverage from each other promoting an environment of growth and teamwork. As we continue to implement our strategic priorities, I am looking forward to building on the exceptional progress we have made in the past.

Sincerely,

A handwritten signature in black ink, appearing to read "Yenny Fariñas Diaz". The signature is fluid and cursive, with a distinct script style.

Yenny Fariñas Diaz, MSIE, PhD Cand.
Director of Environmental Health and Safety

WHO WE ARE

Florida International University (FIU) has quickly advanced as one of the nation's leading public research universities. Known as a university with one of the largest international student bodies and faculty, FIU is the second-largest university in Florida and the seventh-largest in the United States. In 2015, FIU enrolled over 55,000 students. FIU's student, faculty and staff population is greater than the populations of 29 of the 67 counties in the state of Florida and 369 of the 411 municipalities in the state.

FIU is 1st in the nation in awarding bachelor's and master's degrees to Hispanic students.

FIU has 2 major campuses and 9 satellite locations across 4 counties: Miami-Dade, Broward, Palm Beach and Monroe.

FIU is home to the Herbert Wertheim College of Medicine, the FIU College of Law, and offers a hospitality management program in Tianjin, China. In collaboration with Tianjin University of Commerce, this is one of many degree programs offered abroad. The majority of FIU's operations are located in Miami Dade County.

As a Carnegie engaged university, FIU emphasizes research as a major component of its mission and has ongoing research projects locally and abroad. FIU engages students and faculty around the world through its Study Abroad, International Student Exchange, and Student-Led Alternate Breaks Programs.

The University has a significant responsibility to its community to ensure that it is prepared to face adverse conditions and be resilient against EH&S emergencies that may interrupt normal operations at any of its locations. The Department of EH&S is responsible for developing and maintaining EH&S compliance programs and trainings to protect students, faculty and staff, visitors and the University infrastructure. Our priorities are to protect life and the environment, ensure safe working conditions in existing and new University initiatives, and the sustainability of normal and compliant operations.



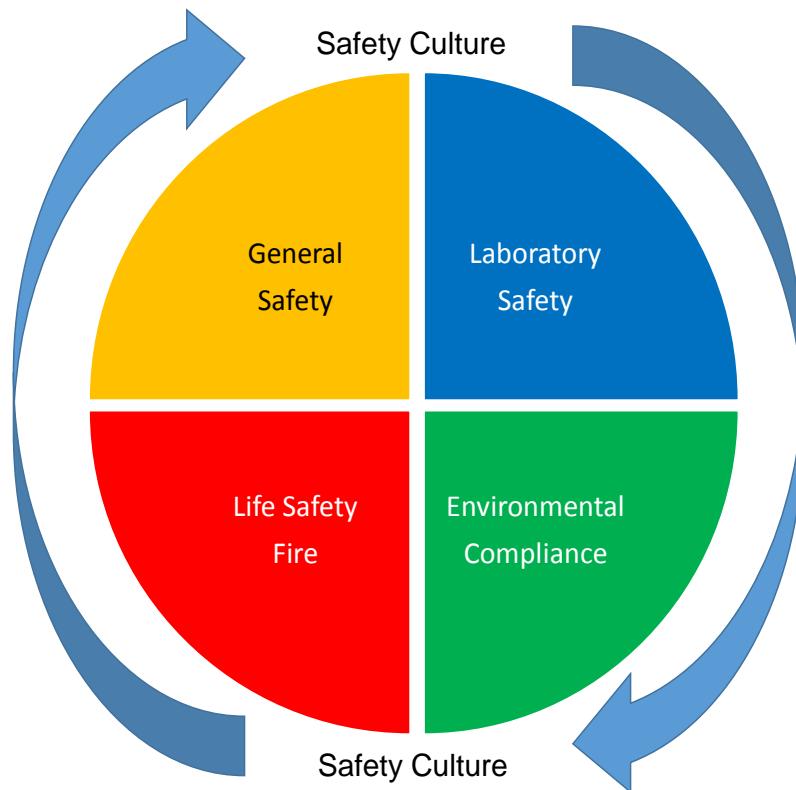
THE DEPARTMENT OF EH&S

The FIU Department of EH&S provides support, direction and guidance to the University community across many different areas of EH&S compliance.

Our department is comprised of 13 full time professionals overseeing all aspects of laboratory safety, radiation/laser safety, nanotechnology, biological safety, industrial hygiene, fire prevention, event safety and general safety for all FIU main campuses and satellite locations across Miami-Dade, Broward, Palm Beach and Monroe County.

The EH&S Department's current structure consists of:

- 1 Director
- 2 Assistant Directors
- 1 Training Coordinator
- 2 General Safety and Environmental Coordinators
- 1 Fire Safety Coordinator
- 1 General Safety and Fire Prevention Specialist
- 1 Chemical/Bio Safety Officer
- 1 Laser/Radiation Safety Officer
- 1 Environmental Specialist
- 1 Laboratory Safety Technician
- 1 Office Assistant





General Safety: Compliance with federal safety requirements for specific area of work. Examples: High Risk Work (Hot Work, Confined Space, Control of Hazardous Energy, Electrical Safety, etc.)

- Pressure Vessels
- Machine Guarding
- Vehicle and Powered Industrial Trucks
- Hazard Communications
- Fall Protection
- Event Safety
- Infrastructure Safety



Laboratory Safety: Compliance with local, state, and federal regulations for handling, storage, and disposal of hazardous materials. Examples:

- Laboratory and Chemical Safety
- Controlled Substances
- Biologics and Animal, Human, rDNA Research
- Nanotechnology
- Radiation and Laser (Materials and Equipment Approval)
- Industrial Hygiene



Environmental: Compliance with local, state and federal regulations. Examples:

- Air and Water Pollution
- Storm Water
- Industrial Waste
- Operating Permits
- Hazardous Waste
- Material Transportation and Export
- Spill Prevention and Control
- Grease and Oil
- Above Ground and Underground Storage Tanks
- Asbestos



Life Safety/Fire: General compliance with National Fire Protection Association and life safety regulations. Examples:

- Inspections and Maintenance of Fire Extinguishers, AEDs, and Evacutracks
- Life Safety, Evacuation, Basic Life Support
- Emergency Response
- Coordination and Support of Fire Drills
- Fire Prevention and State Fire Marshal Liaison
- Fire Safety for Events



OUR MISSION...

The Department of Environmental, Health and Safety is a resource of highly trained safety professionals who serve the FIU community. We are dedicated to reducing injuries, accidents and environmental impact, and ensuring compliance. We achieve this through managing regulatory information, education and providing high quality, easy to use services.

OUR VISION...

To serve as the catalyst and driving force behind an all pervasive culture of safety that integrates environmental protection, health and safety into all aspects of the University's operations, administration, research and academic programs.

PURPOSE OF STRATEGIC PLAN...

To identify the goals and strategies EH&S seeks to accomplish over the next five (5) years that will further strengthen the University's Environmental, Health and Safety compliance infrastructure to support a safe growth of the University.

STRATEGIC PRIORITIES

ENVIRONMENT - Provide the leadership and guidance for an environmentally responsible and compliant University that preserves and protects our natural resources. The Department of EH&S will achieve this through:

- **Collaboration and Training:** Collaboration and training with academic program managers, researchers, operations and the sustainability office to ensure understanding and adherence to environmental permitting requirements. Work with University colleges and departments to develop effective safety and environmental continuity plans.
- **Integration:** Integrate environmental requirements into practices to prevent environmental impacts. Ensure the safety of chemicals and prevent pollution. Implement University-wide initiatives towards a sustainable future and make a visible difference in our community.
- **Compliance:** Protect human health and the environment by implementing actions to close environmental gaps and sustain environmental compliance.

HEALTH - Provide the framework for implementing programs that will minimize exposure to health risks and protect the well-being of our FIU community. The Department of EH&S will achieve this through:

- **Collaboration and Training:** Collaboration and training with the FIU community and health groups to implement health promotion initiatives, hazard prevention and control programs for health and safety.
- **Compliance and Integration:** Integrate health medical monitoring requirements and safety controls into our programs and practices that protect human health.

SAFETY - Provide the students, faculty and staff of FIU with the knowledge and training they need to be better prepared to complete their research, academic programs and work in a safe and compliant manner. The Department of EH&S will achieve this through:

- **Collaboration and Training:** Increasing collaboration and training will provide supportive and engaging training programs that foster partnership and collaboration through shared commitment.
- **EH&S Integration:** Proactively integrating EH&S requirements as a foundation and a central tenet of any program desiring preeminent designation.
- **Safety Culture and EH&S Compliance:** Launch initiatives to increase a safety culture and EH&S compliance. Create an environment where people engage in safe behavior not through coercion, but because it's the right thing to do. Implement programs that will continuously improve the safety of our campuses to prevent injury, protect the environment and assure compliance with EH&S regulation. Avoid putting at risk funds that could otherwise be used to support FIU's primary mission.



ENVIRONMENTAL GOAL: INCREASE UNIVERSITY ENVIRONMENTAL COMPLIANCE AND PROTECTION OF OUR NATURAL RESOURCES

ENVIRONMENTAL IMPACT ASSESSMENT

Performance Goal: Complete Environmental Impact Assessment by April 2018.

EH&S will perform a university wide environmental impact assessment and implement actions accordingly. The environmental impact assessment will identify potential significant contamination sources and identify proper controls to prevent environmental impacts. Sustainability plans will be developed in alignment with The Department

of EH&S and other sustainability teams within the University.

ENVIRONMENTAL COMPLIANCE PLAN

EH&S will execute the environmental compliance plan and will implement prioritized programs to continuously improve and sustain environmental compliance within FIU operations, research and academic settings. All aspects of the Environmental Compliance Plan will be reviewed by EH&S management, qualified EH&S professionals from FIU and other professionals from the State University System.

Performance Goal: Execute Environmental Compliance Plan by April 2020.

PRACTICUMS

The Department of EH&S will collaborate with colleges and departments and provide practicum opportunities for students in the fields of Public Health, Environmental and Occupational Health, Safety and Ergonomics. The program will provide students with opportunities to complete their academic requirements while obtaining practical experience that will benefit their academic and professional growth.

Performance Goal: Establish formal practicum program in 2016.



HEALTH GOAL: ENHANCE FIU SAFETY PROGRAMS AND PRACTICES THAT WILL PROTECT HUMAN HEALTH

IMPLEMENT HEALTH PROMOTION PROGRAMS AND TRAINING

EH&S will collaborate with the FIU community and health groups to implement hazard prevention/awareness trainings and health promotion initiatives.

Performance Goal: 5-year Health Promotion Plan by 2016.

IMPLEMENT HEALTH PREVENTION AND MEDICAL MONITORING PROGRAMS FOR OPERATIONS AND RESEARCH SETTINGS IN ALIGNMENT WITH THE RESULTS AND RISK MATRIX OF THE JOB HAZARD ANALYSIS

Performance Goal: Have a fully executed health prevention and medical monitoring program by 2021.

EH&S will implement university wide health prevention and medical monitoring programs in accordance with the hazards and controls required by the Job Hazard Analysis (Reference Goal 3).

COLLABORATE WITH THE WELLNESS COMMITTEE TO LAUNCH HEALTH PREVENTION INITIATIVES

EH&S will collaborate with the University Wellness Committee to integrate health into the University community via health and wellness initiatives, activities, communication campaigns and benefits fairs that will increase visibility of EH&S services, identify and gauge the needs and concerns of the University community, encourage discussions, facilitate a better understanding of why health and safety should be a foundation.

Performance Goal: Collaborate and coordinate an annual health awareness event for main campuses by 2016.



SAFETY GOALS: INTEGRATE SAFETY AND COMPLIANCE THROUGH KNOWLEDGE, AWARENESS AND SUPPORT

GOAL 1: ESTABLISH A CULTURE OF SAFETY

WORK WITH ORGANIZATIONS OF THE UNIVERSITY TO IMPLEMENT INITIATIVES THAT WILL FOCUS ON ESTABLISHING A CULTURE OF SAFETY, WHERE SAFETY IS A FOUNDATION

Performance Goal: Execute a minimum of two general EH&S Safety Culture Initiatives annually.

EH&S will enhance the visibility of safety and environmental protection at all levels. We will expand our EH&S campus leadership walk-throughs with the senior administrators. Increase EH&S presence in the field to engender collaboration, benchmark and recognize good practices and safety leadership. EH&S will promote best safety practices,

review and address safety concerns and complaints.

We will enhance the culture of safety through implementation of EH&S campaigns including National Safety Month and Fire Prevention Month activities with the support of the University Safety Committee (USC) and the Employee Safety Committee.

It is EH&S's goal to collaborate with FIU management and other stakeholders to identify, prioritize, and implement mitigation strategies that will protect the University's growing infrastructure.



IMPLEMENT UNIVERSITY SAFETY COMMITTEE AND EMPLOYEE SAFETY COMMITTEE

The FIU Senior Leadership team considers the safety of its people and the protection of our environmental resources of outmost importance. EH&S will align its activities with different entities within the University towards achieving a culture of safety, environmental protection and compliance.

Performance Goal: Have a fully implemented USC and ESC by 2016.

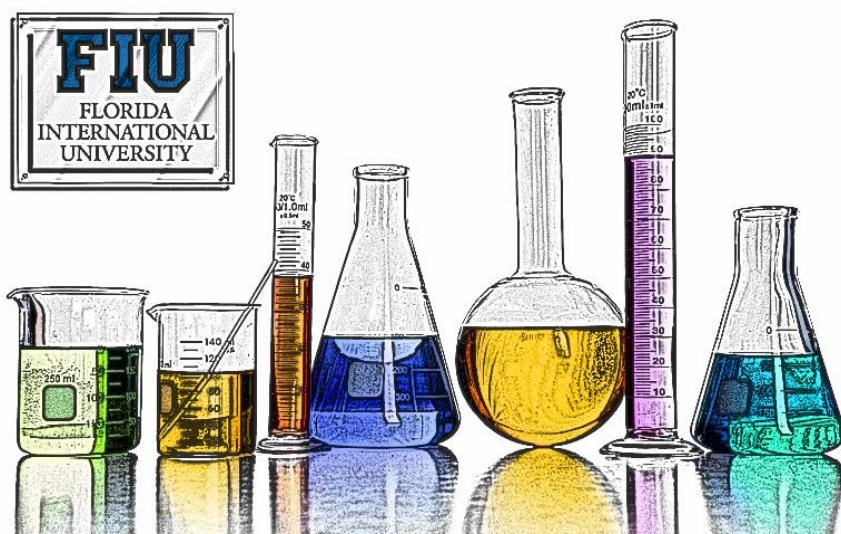
The USC is a committee comprised of the highest levels of University leaders that will facilitate the implementation of safety, health and environmental programs that will support the continuous growth of the University, the growth of its research and innovative programs and infrastructure.

The committees will review, discuss and provide actionable items to address issues relating to employee injuries, safety training, workers' compensation claims, corrective actions, accident investigations, inspections, employee communications, and other concerns relating to safety and workers' compensation.

IMPLEMENT LABORATORY /CHEMICAL SAFETY COMMITTEE

As the University and its level of research continues to grow, EH&S and the Office of Research and Economic Development (ORED) will be implementing a Lab Safety/Chemical Safety Committee. The committee will be comprised of researchers and safety professionals that will facilitate the review of research involving high hazard chemicals and procedures, and provide guidance and approval based on regulatory requirements and the recent Lab Safety report issued by the Association of Public and Land-grant Universities.

Performance Goal: Implement Laboratory/Chemical Safety Committee by 2017.





SAFETY GOALS:

INTEGRATE SAFETY AND COMPLIANCE THROUGH KNOWLEDGE, AWARENESS AND SUPPORT

GOAL 2: INTEGRATE COMPLIANCE REQUIREMENTS IN OPERATIONS, LABORATORIES, RESEARCH AND ACADEMIC PROGRAMS

CONDUCT A COMPREHENSIVE JOB HAZARD ANALYSIS

As the University increases in size and scope of its operations, continually assessing the risks and hazards that may impact operations and effect our most important resource, our people, becomes more complex.

With the growth of our institution in today's changing environment, EH&S must adopt a strategy of encouraging collaboration between elements of the University community towards our common goals.

EH&S will implement university wide Job Hazard Analysis and develop a Risk Matrix of identified hazards that will clearly define safety requirements, medical monitoring and engineering controls to minimize health exposure, safety risks and protect the wellbeing of our FIU community.

Performance Goal: Have a fully executed Job Hazard Analysis program with Risk Matrix by 2020.

GOAL 3: INCREASE SAFETY COMPLIANCE OF OPERATIONS, LABORATORIES, RESEARCH AND ACADEMIC PROGRAMS

WORK WITH UNIVERSITY SAFETY COMMITTEE, THE EMPLOYEE SAFETY COMMITTEE AND THE INFRASTRUCTURE COMMITTEE TO IMPLEMENT MITIGATION STRATEGIES FOR LIFE SAFETY, SPECIAL EVENTS SAFETY, GENERAL SAFETY AND ENVIRONMENTAL COMPLIANCE

EH&S will integrate requirements into the University's planning process for new research, new operations, new chemical introductions and special events. We will set a formal process for communicating and documenting EH&S requirements, risks and mitigation plans.

Performance Goal: Implement process for proactive integration of EH&S requirements in new processes and research.

EH&S will proactively integrate Good Laboratory Practices and address safety and environmental permitting requirements when new labs are planned.

IMPLEMENT LABORATORY SELF-AUDIT PROGRAM

EH&S will implement a self-audit program for laboratories. The program will be implemented first as a pilot, evaluated, and then launched. It will create value for customers, increase EH&S presence, advance the relationships and increase customers' trust and commitment to EH&S.

The self-audit program will pave the road to proactively anticipate and mitigate risks, remove redundancies, streamline processes (people, process, programs and systems).

Performance Goal: Have a fully implemented EH&S self audit program for laboratories by 2017 and for non-laboratories by 2019.

IMPLEMENT COMPLIANCE PROGRAMS

EH&S continues to develop, implement and update safety compliance programs to reflect the needs of the growing university and changing regulatory requirements.

Performance Goal: Have a fully revamped Chemical Hygiene Plan by 2016 and new Personal Protective Equipment (PPE) Program for all campuses that is aligned with the Job Hazard Analysis by 2020.

We will standardize EH&S practices, capitalize on already existing good practices, and continue to increase the number and quality of EH&S Assist® electronic laboratory and general industrial/life safety inspections.

A comprehensive safety compliance gap analysis has been conducted and it is our goal to implement the corresponding safety programs to continuously improve safety compliance as well as to execute action plans from regulatory inspections from outside agencies, internal and external auditors.

IMPLEMENT HIGH RISK SAFETY PROGRAMS

EH&S will collaborate with Facilities Management to identify high risk operations, develop and implement programs accordingly, such as: Confined Space, Hot Work, Control of Hazardous Energy, Electrical and Arc Flash Safety, Pressure Vessels/Compressed Gas Management, Confined Space, Lockout/Tag-Out and Fall Protection.

EH&S will provide guidance, program development and training for the implementation and sustainability of these programs by the user.

Performance Goal: Fully developed high risk programs and training completed by 2020 for execution and sustainability by the users.



SAFETY GOALS: INTEGRATE SAFETY AND COMPLIANCE THROUGH KNOWLEDGE, AWARENESS AND SUPPORT

GOAL 4: INCREASE TRAINING AND EMPLOYEE AWARENESS

IMPLEMENT NEW SAFETY ORIENTATION PROGRAMS

EH&S will implement new safety orientation programs that are tailored to faculty, staff, researchers, volunteers, students and employees. This training will be designed to provide more specific safety guidance in the areas of laboratory safety, radiation and laser safety, biosafety, general industrial safety, fire prevention and life safety.

Performance Goal: Fully implement new safety orientation programs by 2017.

Will also increase the awareness of staff, researchers, and lab managers of safety requirements, CPR, AED and good laboratory practices.

INCREASE AND FACILITATE COMMUNICATION, TRAINING AND EMPLOYEE AWARENESS THAT INCORPORATE BEST PRACTICES

We will execute our EH&S Training Plan which is targeted toward enhancing our online capabilities, expanding our outreach training programs, launching of safety campaigns, developing and implementing new training matrixes.

Performance Goal: Implement training matrix by 2018.

EH&S will continue to educate the community by providing support to student organizations at events and activities and implementing quarterly newsletters to increase EH&S training, coaching and education.



FINAL THOUGHTS

As the world shifts and changes, so does the need for robust EH&S programs with continually expanding and improving capabilities. The vision of EH&S is to become a model institution with “Best in Class” programs within the state. By following the goals and strategies outlined in this strategic plan, EH&S will continue to build dynamic and compliant EH&S programs that provide a safe and environmentally conscious campus for our university community by 2021.

Competing priorities, budget constraints, apathy, and limited resources are always a challenge for any institution. However, the Department of EH&S will strive to meet those challenges head on as part of the collaborative effort to implement [FIUBeyondPossible2020](#), FIU’s roadmap to turn ideas into action and action into impact.



FIU | Environmental Health & Safety

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