



Health and Safety Protocol for Subcontractors

1. Purpose

This policy provides the mandatory occupational health and safety requirements for subcontractors performing work for the University of Denver.

2. Scope

This policy applies to all subcontracted operations, including vendor support, for which the specified H&S requirements are appropriate.

3. General Requirements

- Subcontractors shall demonstrate competence in performing designated work and in effective safety management, i.e., acceptable injury rates.
- Subcontractors shall perform operations in accordance with applicable federal, state, and municipal regulations and University of Denver policies.
- Subcontractors shall have established documents in place for specific hazardous work, including, but not limited to, hot work policy, lockout/tagout procedure, and hazard communication program.
- Subcontractors shall provide sufficient employee training, such as hazard communication or respiratory protection training, as applicable. Specific construction activities, such as elevated work or confined space work, require fall protection training, ladder training, confined space training, or scaffolding training, as applicable.
- The subcontractor competent person shall sufficiently identify and document potential workplace hazards and take adequate protective measures, including the use of appropriate personal protective equipment (PPE). A competent person is defined as someone who is capable of identifying and controlling potential occupational hazards in the working area. A construction project may require a detailed hazard analysis and written project safety plan (PSP), while a service contract may not require the same level of planning, documentation, and control.
- The subcontractor competent person shall perform a work area induction with their employees on construction projects, including a review of specifically identified workplace hazards. The employees shall be empowered to immediately stop work that they feel is unsafe.



Department of Risk Management

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- Subcontractors performing construction activities shall perform and document regular inspections of the job site by a competent person.
- Subcontractors shall allow only qualified employees to operate equipment and machinery.