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# EAST TENNESSEE STATE UNIVERSITY

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## Facilities Management

**Policy Number:** 700.12  
**Title:** Hearing Conservation Policy  
**Implementation Date:** 2004  
**Last Audited:** July 24<sup>th</sup>, 2023  
**Last Revised:** July 24<sup>th</sup>, 2023

### **Introduction**

ETSU will provide guidelines and requirements for the conservation of hearing, addressed in OSHA Standard CFR 1910.95. This standard applies to all employees who are exposed to noise levels that equal or exceed an 8-hour time weighted average of 85 decibels (dB).

### **Scope**

This policy applies to all Facilities Management employees that are exposed to noise exposures.

### **Definitions**

Standard Threshold Shift (STS) - An STS is a change in the hearing threshold level to the baseline audiogram of an average 10dB or more at 2000, 3000, and 4000Hz in either ear. Age correction adjustments may be made to STS's.

### **Responsibilities**

ETSU shall be responsible for making hearing protection available to employees. Hearing protectors shall be replaced as necessary.

Supervisors for applicable departments are responsible for ensuring and enforcing the required use of hearing protection. Please contact Environmental Health & Safety if you have any questions when hearing protection is required. Supervisors can refer to the following table for guidance:

## Permissible Noise Exposures

Duration per day	Sound level dBA
8	90
6	92
4	95
3	97
2	100
1.5	102
1	105
.5	110
.25 or less	115

### **Audiometric Testing:**

ETSU shall establish and maintain an audiometric testing program as described in 29CFR1910.95 and shall test employees whose exposures equal or exceed an 8-hour time weighted average of 85dB. Audiometric testing shall be provided at no cost to the employee in the Communicative Disorders Department. Testing shall be performed by a licensed or certified Audiologist, Physician or by a technician who is certified by the Council of Accreditation in Occupational Hearing Conservation.

Each employee's audiogram shall be compared to that employee's baseline audiogram to determine if the audiogram is valid and if a standard threshold shift (STS) as defined by OSHA has occurred. This comparison shall be done by a certified hearing technician/audiologist. If the annual audiogram shows that an employee has suffered an STS, ETSU may obtain a retest within 30 days and consider the results of the retest as the annual audiogram. The audiologist, otolaryngologist, or physician shall review problem audiograms and determine whether there is a need for further evaluation.

### **Contact Persons**

Associate Vice President  
Director of Facilities Management Operations  
Director of Environmental Health & Safety  
Health & Safety Specialist

### **Approved by:**

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Laura Bailey, Associate Vice President, Capital Planning  
and Facilities Services

**Date approved:** \_\_\_\_\_

Audited: December, 2013  
December, 2014  
June 2<sup>nd</sup>, 2016  
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