Chapter 4
ACCIDENTAL INJURY REPORTING

A. References
   1. SPPM 2.24 Accident Reporting and Follow-Up
   2. SPPM 2.26 Investigating Accidents
   3. Incident Report Information
      a. Incident Report Form—Requires network authentication.
      b. Supervisor’s Accident Investigation Report
      c. Witness/Injured Person Statement Form
   5. Motor Vehicle Accident Form

B. Purpose
   This chapter establishes requirements, responsibilities, and procedures for reporting significant near misses, incidents resulting in injury, work-related illness or death and accidents involving property damage.

C. Scope
   All significant near misses, accidental injuries, work-related illnesses, and accidents resulting in property damage must be reported to supervisors immediately for evaluation and investigation. WSU must report employee fatalities or in-patient hospitalizations within eight (8) hours of the incident. WSU must report non-hospitalized employee amputations or loss of an eye within twenty-four (24) hours of the incident. Contact EH&S (335-3041) immediately after seeing to proper medical care/first aid/treatment for all major incidents. Do not disturb the scene of a major accident except to attend to the affected employee(s) and/or prevent further injury. The scene must otherwise remain intact to support WSU’s and L&I’s accident investigation.

   Supervisors must report any significant near miss, accidental injury, or work-related illness within 24 hours of occurrence by submitting an online Incident Report (requires network authentication). In the absence of the supervisor, it is the Manager’s, Director’s, or Chair’s responsibility to ensure the required documentation is submitted. Procedures for reporting accidents/injuries and work-related illnesses are documented in the WSU Safety Policies and Procedures Manual, section 2.24.

D. Responsibilities

Supervisors
   - Immediately reporting (after ensuring appropriate treatment for injured personnel) all significant near misses, accidental injuries, and work-related illnesses.
   - Investigating all significant near misses, accidental injuries and work-related illnesses and completing a Supervisor’s Accident Investigation Report.
- Taking action to prevent future incidents based upon the results of the investigation.
- Requiring that employees immediately report all significant near misses, accidental injuries and work-related illnesses and accidents resulting in property damage.
- Completing a Motor Vehicle Accident form when involved in a motor vehicle accident.

**Employees:**
- Immediately reporting (after ensuring appropriate treatment for injured personnel) all significant near misses, accidental injuries, and work-related illnesses.
- Taking action to prevent future incidents.
- Completing a Witness/Injured Person Statement when injured or witness to incidents.
- Completing a Motor Vehicle Accident form when involved in a motor vehicle accident.

**E. Process**
1. When an injury occurs, take measures to avoid further injury, evaluate the severity of the injury, and if needed, call for emergency assistance at 911.

2. Responding to an injury or near-miss incident, the SPPM 2.20 General Workplace Safety, outlines injury incident response procedures for notifying EMS via 911, rendering first aid, and if necessary, transporting injured person. Further information is available at [https://policies.wsu.edu/prf/index/manuals/2-00-contents/2-20-responding-injury-incident/](https://policies.wsu.edu/prf/index/manuals/2-00-contents/2-20-responding-injury-incident/).

3. The supervisor completes an online incident report within 24 hours of the incident occurring. The supervisor also conducts an incident investigation and interviews (when feasible) the employee and any witnesses involved.

5. The supervisor then completes the Supervisor’s Accident Investigation Report within 48 hours of the incident (see also SPPM 2.26) if any one of the following conditions are met:
   - The employee receives medical treatment;
   - The employee is unable to work the next full or subsequent shift(s) as a result of the injury or illness;
   - Events and conditions involving a near miss or minor accident indicate that most likely injury or illness would have been serious.

6. Injured persons and witnesses must complete a Witness/Injured Person Statement.
7. The Department Chair or Director and the Level 4 Safety Committee Chair reviews the documents.

F. Form Distribution and Routing
After completing the online Incident Report, automated notifications and a copy of the form will be distributed to HRS, EHS and the reporting supervisor via electronic mail. It is the responsibility of the supervisor to distribute a copy of the Incident Report and any submitted attachments to the affected party.

1. The OHS Director reviews the report and evaluates the severity/potential severity of incident. If a need for additional timely attention is indicated, the OHS Director will contact the supervisor to determine what corrective action has taken place or is needed.

2. If additional timely attention is not indicated, the reports will be held for review at the next Safety Committee meeting. This Committee meets bi-monthly to review incident reports, verify completion of appropriate paperwork, determine contributing causes, review recommended corrective actions, and ensure completion of the corrective action.

3. The Safety Committee may agree with the investigation and may take corrective action or may suggest alternatives.

G. Motor Vehicle Accidents
For an accident involving a motor vehicle, regardless of how minor, the driver must immediately notify her or his supervisor, Risk Management, and the Motor Pool (if a Motor Pool vehicle was involved). See SPPM 7.20 for additional information: https://policies.wsu.edu/prf/index/manuals/7-00-motor-vehicle-safety/7-20-motor-vehicle-accidents/.

1. For an accident involving a motor vehicle with injuries, the driver must also immediately notify the local area law enforcement department. Law enforcement personnel should investigate all accidents resulting in:
   
   - Damage costing over $700 to motor vehicles;
   - Damage to other property, and/or;
   - Injuries to individuals.

2. The driver must submit a completed State of Washington Vehicle Accident Report (SF-137) to their supervisor within 24 hours. The supervisor is responsible for reviewing this document and submitting the original to Risk Management and a copy to the Motor Pool (if Motor Pool vehicle involved) within two working days of the accident. The form is available at: https://etort.des.wa.gov/incidentreport.
3. Supervisors are responsible for ensuring the most current version of the Vehicle Accident Report (SF-137) and post motor vehicle accident instructions are available in the glove compartment of all motor vehicles prior to use.