



## Test Refusals

For any number of reasons, Hearing Loss Prevention Program coordinators may at some point be confronted with an employee (or employees) who either kindly or not so kindly elect not to participate in annual hearing testing as part of your company's effort to comply with the OSHA noise standard (29 CFR 1910.95).

All employees exposed to noise levels equal to or greater than 85 dB 8 Hr. TWA must at a minimum be offered annual hearing testing. While OSHA does not mandate test participation, companies may require participation as a condition of continuing employment.

When an employee refuses or declines to take an annual hearing test, T K Group strongly advises that every attempt be made to document the refusal. When a company possesses documentation that a test was in fact offered but that the employee declined, OSHA may be less inclined to levy a citation. If, however, OSHA finds a significant non-participation rate with no refusal documentation, consequences could be severe.

In an effort to assist our clients when confronted with test refusals, a "Test Refusal" form is available by contacting T K Group; our mobile test vans also carry this form should clients require it.

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