

EVERGREEN COMPLY

OSHA Hearing Conservation Training

Regulatory Crosswalk

Topic or Requirement	Regulatory Citation	Plain-English Requirement
Program participation	29 CFR 1910.95(c)(1)-(2)	Employers administer a continuing, effective hearing conservation program when employee noise exposure equals or exceeds an eight-hour time-weighted average of 85 dBA, without credit for hearing-protector attenuation.
Monitoring and notification	29 CFR 1910.95(d)-(f)	Monitor when information indicates exposure may reach the action level. Repeat monitoring when changes may increase exposure enough to affect coverage or protection. Notify employees exposed at or above the action level and provide observation opportunities.
Baseline and annual testing	29 CFR 1910.95(g)(1)-(2), (5)-(6)	Provide the covered audiometric testing program without cost. Establish a baseline within six months of first exposure, with the mobile-test-van exception and interim protection conditions. Obtain an annual audiogram after the baseline.
Baseline preparation	29 CFR 1910.95(g)(5)(iii)-(iv)	Precede baseline testing with at least 14 hours without workplace noise; hearing protectors may substitute. Notify employees to avoid high nonoccupational noise during that period.
Test comparison and follow-up	29 CFR 1910.95(g)(7)-(10)	Compare annual tests with the baseline. Apply the standard threshold shift criteria and required professional evaluation, written notification within 21 days of determination, and applicable protective or referral follow-up.
Hearing protectors	29 CFR 1910.95(i)-(j)	Provide suitable protectors without cost to covered employees, replacement as necessary, appropriate choice, initial fitting and use/care instruction. Require use under the specified exposure, baseline and threshold-shift conditions, and evaluate adequate attenuation.
Training content and repetition	29 CFR 1910.95(k)(1)-(3)	Ensure covered employees participate in annual training. Address noise effects; protector purpose, advantages, disadvantages, attenuation, selection, fitting, use and care; and audiometric testing purpose and procedures. Update information for changes.
Access and records	29 CFR 1910.95(l)-(m)	Make the standard available and post it as required. Maintain exposure and audiometric records for the specified periods and provide access as required.