VERMONT DEPARTMENT OF HEALTH
DEPARTMENT OF LABOR

Worksite Walkthrough

Background

We spend about 90% of our time indoors, making it very important to ensure good indoor air quality. **Poor indoor air quality has been linked to decreased performance and an increase in missed work days.** Poor indoor air quality can result in short-term symptoms such as eye, nose and throat irritation, headache, nausea, lethargy and long-term conditions such as asthma, allergies and even cancer.

This self-guided walkthrough will help promote good indoor air quality and an asthma friendly environment at your worksite. This tool will help identify, remove and reduce indoor air quality problems and asthma triggers to help employees keep asthma under control, reduce missed workdays, and keep all employees healthy and productive.

It is best to complete this walkthrough using a mobile device, but you can also download a hardcopy or use a computer. When you submit the walkthrough online, you will receive a PDF report that will provide recommendations, many of which are **easy and low-cost**. If you do not own your building, share the report with your property manager. Better yet, invite your property manager to participate in the walkthrough with you!

Completing this walkthrough demonstrates your commitment to implementing and maintaining the use of best practices. It can help support your worksite's application for the annual Worksite Wellness Awards and 3-4-50 sign-on.

Instructions

The walkthrough takes about one hour to complete depending on the size of your worksite. It can be completed by one person but is better when a cross-section of your team participates.

The tool will guide you through the different areas of your worksite, including:

- User Information
- Grounds – Outdoor and Roof
- Attic
- General Considerations – Indoor
- Bathrooms & Plumbing
- Cleaning & Maintenance
- Combustion Appliances
- Other
- Photos and Notes

Complete the entire walkthrough by selecting yes, no or not applicable. We recommend that you attach pictures and make comments, as necessary. Pictures and comments can help when you review your report later and can help the Departments of Health and Labor better assist you.

If you need to go back and change an answer on a previous page, press the "Back" button on the survey. Do not use the arrow in your web browser.

If you have to pause while taking the survey, leave your browser open and you should be able to return without losing information. If you exit before you press "Submit", you will have to start again.

Be sure to follow any applicable worksite safety and health plans while doing the walkthrough.

User Information

1. Participants (select all that apply) *

- [ ] Employer/Owner
- [ ] Senior Management
- [ ] Facility/Maintenance Manager (highly recommended)
- [ ] Human Resources
- [ ] Employee(s)
- [ ] Property Manager
- [ ] Other - Write In (required if checked)

*

2. Company/Organization *

3. Date Completed (MM/DD/YYYY) *

4. Email Address (to receive report) *

5. What year was the building constructed?

6. Has the building had any major renovations? *

- Yes
- No
- Unknown

7. What year were the major renovations completed?

8. Did any other industries previously occupy the building? If yes, what type of industries? *

- Yes
- No
- Unknown

Grounds - Outdoor and Roof

9. What kind of ventilation units does your worksite have? *

- Ground level ventilation units
- Roof ventilation units
- N/A - Worksite does not have any ventilation units

10. Ground level ventilation units operate properly?*

- Yes
- No
- Not applicable

Comments

The U.S. Environmental Protection Agency (EPA) studies of human exposure to air pollutants indicate that indoor levels of pollutants may be two to five times — and occasionally more than 100 times — higher than outdoor levels. An adequate supply of outdoor air can help reduce the levels of indoor pollutants. Inspect HVAC systems regularly, clean air supply diffusers, return registers and outside air intakes, change filters regularly and ensure condensate pans are draining, and establish and follow a maintenance plan.

11. Ground level air intakes are free of obstructions?*

- Yes
- No
- Not applicable

Comments

The U.S. Environmental Protection Agency (EPA) studies of human exposure to air pollutants indicate that indoor levels of pollutants may be two to five times — and occasionally more than 100 times — higher than outdoor levels. An adequate supply of outdoor air can help reduce the levels of indoor pollutants. Inspect HVAC systems regularly, clean air supply diffusers, return registers and outside air intakes, change filters regularly and ensure condensate pans are draining, and establish and follow a maintenance plan.

12. Verified no nests and droppings are found near ground level outdoor air intakes? *

- Yes
- No
- Not applicable

Comments

The U.S. Environmental Protection Agency (EPA) studies of human exposure to air pollutants indicate that indoor levels of pollutants may be two to five times — and occasionally more than 100 times — higher than outdoor levels. An adequate supply of outdoor air can help reduce the levels of indoor pollutants. Inspect HVAC systems regularly, clean air supply diffusers, return registers and outside air intakes, change filters regularly and ensure condensate pans are draining, and establish and follow a maintenance plan.

13. Dumpsters are located away from doors, windows, and outdoor air intakes and are covered so as not to attract pests? *

- Yes
- No
- Not applicable

Comments

Potential pollution sources located too close to air intakes can introduce pollutants into the building. Pests are attracted to areas that provide food, water, and/or shelter. Minimizing pest access to these areas can help prevent pest problems. Conduct regular building walkthrough inspections to verify dumpster location(s) and condition(s).

14. Checked for potential sources of air contaminants near the building (chimneys, stacks, industrial plants, exhaust from nearby buildings)? *

- Yes
- No
- Not applicable

Comments

Potential pollution sources located near or upwind of air intakes can introduce pollutants into the building. Establish a maintenance plan and conduct regular building walkthrough inspections.

15. Verified no vehicles idling near outdoor air intakes or open windows (including loading docks)? *

- Yes
- No
- Not applicable

Comments

Potential pollution sources located too close to air intakes and open windows can introduce pollutants into the building. Diesel exhaust from buses and other vehicles can exacerbate asthma and allergies. Establish and enforce an anti-idling vehicle policy. Vermont law limits the idling of all motor vehicles while parked to five minutes in any 60 minutes.

16. Application of pesticides minimized? *

- Yes
- No
- Not applicable

Comments

Pesticides can be hazardous to people and pets. Select least-toxic products and use a certified applicator to apply pesticides when required. Establish an Integrated Pest Management plan (identify/monitor, set action thresholds, prevent, control), use spot treatments and baits, conduct pollutant-releasing activities when the building is unoccupied.

17. Proper drainage away from the building (including roof downspouts)?*

- Yes
- No
- Not applicable

Comments

Poor drainage can cause building materials to absorb water, creating the potential for mold growth. Allergens such as mold can trigger asthma symptoms. Conduct routine moisture inspections and establish and follow a maintenance plan.

18. Outdoor sprinklers spray away from the building and outdoor air intakes?*

- Yes
- No
- Not applicable

Comments

Improper outdoor sprinkler direction can cause building materials to absorb water, creating the potential for mold growth. Allergens such as mold can trigger asthma symptoms. Conduct routine moisture inspections.

19. Roof is in good condition? *

- Yes
- No
- Not applicable

Comments

Roof leaks can cause building materials to absorb water, creating the potential for mold growth. Allergens such as mold can trigger asthma symptoms. Conduct regular building walkthrough inspections and routine moisture inspections.

20. Verified no evidence of water ponding on roof?*

- Yes
- No
- Not applicable

Comments

Poor drainage can cause building materials to absorb water, creating the potential for mold growth. Allergens such as mold can trigger asthma symptoms. Conduct regular building walkthrough inspections, routine moisture inspections, and dry wet areas within 24 to 48 hours.

21. Roof ventilation units operate properly (air flows in)?*

- Yes
- No
- Not applicable

Comments

The U.S. Environmental Protection Agency (EPA) studies of human exposure to air pollutants indicate that indoor levels of pollutants may be two to five times — and occasionally more than 100 times — higher than outdoor levels. An adequate supply of outdoor air can help reduce the levels of indoor pollutants. Inspect HVAC systems regularly and provide outdoor air ventilation according to ASHRAE Standards or local code.

22. Roof exhaust fans operate properly (air flows out)? *

- Yes
- No
- Not applicable

Comments

Exhaust fans pull indoor pollutants and odors out of the building. Inspect HVAC systems regularly and provide outdoor air ventilation according to ASHRAE Standards or local code.

23. Verified no nests or animal droppings found near roof outdoor air intakes? *

- Yes
- No
- Not applicable

Comments

The U.S. Environmental Protection Agency (EPA) studies of human exposure to air pollutants indicate that indoor levels of pollutants may be two to five times — and occasionally more than 100 times — higher than outdoor levels. An adequate supply of outdoor air can help reduce the levels of indoor pollutants. Inspect and monitor for pests and establish an Integrated Pest Management plan (identify/monitor, set action thresholds, prevent, control).

24. Air from plumbing stacks and exhaust outlets flows away from outdoor roof air intakes? *

- Yes
- No
- Not applicable

Comments

Potential pollution sources located too close to air intakes can introduce pollutants into the building. Inspect HVAC systems regularly and provide outdoor air ventilation according to ASHRAE standards or local code.

Attic

25. Does you worksite have an attic that is accessible? *

- Yes
- No

26. Checked for evidence of roof and plumbing leaks in attic?*

- Yes
- No
- Not applicable

Comments

Poor drainage can cause building materials to absorb water, creating the potential for mold growth. Allergens such as mold can trigger asthma symptoms. Conduct regular building walkthrough inspections, conduct routine moisture inspections, and dry wet areas within 24 to 48 hours.

27. Verified no birds, animal nests, pests or droppings found in the attic?**

- Yes
- No
- Not applicable

Comments

Allergens such as pests can trigger asthma symptoms. Pests can also transmit disease. Inspect and monitor for pests and establish an Integrated Pest Management plan (identify/monitor, set action thresholds, prevent, control).

28. Attic is insulated and properly sealed? *

- Yes
- No
- Not applicable

Comments

Due to the chimney or “stack” effect, hot air rises and escapes through the top of any building structure. Poor insulation in an attic can cause ice dams to form on roofs and eaves and may result in roof leaks and mold growth. Insulation and air sealing work hand in hand to save energy and money, in addition to making a space more comfortable.

General Considerations - Indoor

29. Walk-off mats trap dirt and moisture at building entrances and are cleaned regularly? *

- Yes
- No
- Not applicable

Comments

Dust particles small enough to be inhaled may cause eye irritation, coughing, sneezing, hay fever, and asthma attacks. Wet floors can pose a slip hazard. Walk-off mats long enough for five strides are most effective. Conduct routine inspections of the worksite and use walk-off mats at building entrances.

30. Offices and common areas are damp-dusted and vacuumed regularly? *

- Yes
- No
- Not applicable

Comments

Dust particles small enough to be inhaled may cause eye irritation, coughing, sneezing, hay fever, and asthma attacks. Train cleaning/maintenance staff on protocols, clean and remove dust with damp cloth, and vacuum using high-efficiency filters. Avoid sweeping and dry-dusting.

31. Temperature and humidity are maintained within acceptable ranges (generally 65-85 degrees Fahrenheit and 40-60% relative humidity) where equipment exists that can meet these guidelines? *

- Yes
- No
- Not applicable

Comments

Temperature and humidity can affect levels of indoor pollutants, mold growth, viral spread and occupant comfort. Maintain temperature between 65- and 85-degrees Fahrenheit. A more specific temperature range depends on humidity, season, clothing worn, activity level and other factors. Maintain indoor humidity levels between 40% and 60% to maintain occupant comfort, reduce viral spread and reduce potential mold growth. Refer to the current version of the ASHRAE 55 standard or consult with your HVAC professional to determine specific ranges for your worksite.

32. Carbon dioxide sensors are tested regularly, and carbon dioxide levels are consistently acceptable (<1000 ppm)? *

- Yes
- No
- Not applicable

Comments

Carbon dioxide levels in a building are an indicator of ventilation effectiveness. Areas with high carbon dioxide levels may not have enough fresh air supply which can allow other contaminates to build up. Low carbon dioxide levels are associated with increased productivity and reduced absenteeism. Maintain carbon dioxide levels below 1000 ppm to ensure adequate ventilation and fresh air.

33. Supply and exhaust vents are clear of obstructions? *

- Yes
- No
- Not applicable

Comments

The U.S. Environmental Protection Agency (EPA) studies of human exposure to air pollutants indicate that indoor levels of pollutants may be two to five times – and occasionally more than 100 times – higher than outdoor levels. An adequate supply of outdoor air can help reduce the levels of indoor pollutants. Exhaust fans pull indoor pollutants and odors out of the building. Inspect heating, ventilation, and air conditioning systems regularly and establish and follow a maintenance plan.

34. Ozone sources, like photocopiers and laser printers, are placed in well ventilated rooms? *

- Yes
- No
- Not applicable

Comments

Printers and photocopiers have been found to be significant sources of ozone and other pollutants in office environments. Ozone can cause the muscles in the airways to constrict, leading to wheezing and shortness of breath. Long-term exposure to ozone is linked to aggravation of asthma and is likely to be one of many causes of asthma development. Inspect heating, ventilation, and air conditioning systems regularly and establish and follow a maintenance plan.

35. Ozone sources, like photocopiers and laser printers, are serviced regularly and maintained according to manufacturer recommendations? *

- Yes
- No
- Not applicable

Comments

Printers and photocopiers have been found to be significant sources of ozone and other pollutants in office environments. Ozone can cause the muscles in the airways to constrict, leading to wheezing and shortness of breath. Long-term exposure to ozone is linked to aggravation of asthma and is likely to be one of many causes of asthma development. Establish and reinforce standard operating and maintenance procedures.

36. Checked for odors? *

- Yes
- No
- Not applicable

Comments

Odors, like those from chemicals, can be an indication of poor indoor air quality and have the potential to negatively impact health. Musty odors may be a sign of mold growth. Allergens such as mold can trigger asthma symptoms. Conduct routine inspections of the worksite and conduct routine moisture inspections.

37. Checked for signs of mold and mildew growth? *

- Yes
- No
- Not applicable

Comments

Allergens such as mold can trigger asthma symptoms. Conduct routine moisture inspections and address moisture problems promptly.

38. Checked for signs of water damage or moisture intrusion? *

- Yes
- No
- Not applicable

Comments

Allergens such as mold can trigger asthma symptoms. Conduct routine moisture inspections and address moisture problems promptly. Water damaged building materials are more susceptible to mold growth and should be replaced.

39. Checked for evidence of pests and their food sources? *

- Yes
- No
- Not applicable

Comments

Allergens such as pests can trigger asthma symptoms. Pests can also transmit disease. Establish an integrated pest management plan (identify/monitor, set action thresholds, prevent, control) and communicate to employees the importance of proper food storage.

40. Verified food is stored properly, and food waste is disposed of according to local code and in a timely manner? *

- Yes
- No
- Not applicable

Comments

Proper storage and cleaning of designated food areas can help deter pests. Allergens such as pests can trigger asthma symptoms. Pests can also transmit disease. Establish an integrated pest management plan (identify/monitor, set action thresholds, prevent, control) and communicate to employees the importance of proper food storage.

41. Asthma triggers are reduced or eliminated (upholstered furniture, pillows, tobacco smoke, pet dander, mold, unapproved chemicals, etc.)? *

- Yes
- No
- Not applicable

Comments

Upholstered furniture, pillows, tobacco smoke, pet dander mold and unapproved chemicals can trigger asthma symptoms. Reduce or eliminate asthma triggers to improve indoor air quality.

42. Verified no air fragrances, deodorizers or essential oils?*

- Yes
- No
- Not applicable

Comments

Unapproved chemicals can trigger asthma symptoms. Discourage the use of asthma triggers such as fragrances, deodorizers and essential oils to improve indoor air quality. Identify and address the issue the chemical is trying to mask.

43. Employees are empowered to submit building related concerns and those concerns are reviewed and addressed in a timely manner? *

- Yes
- No
- Not applicable

Comments

Many building issues are related to occupant behavior. Following up on complaints can help improve indoor air quality. Conduct regular building walkthrough inspections and communicate findings to employees.

Bathrooms and General Plumbing

44. Bathrooms and restrooms have operating exhaust fans? *

- Yes
- No
- Not applicable

Comments

The U.S. Environmental Protection Agency studies on human exposure to air pollutants indicate that indoor levels of pollutants may be two to five times – and occasionally more than 100 times – higher than outdoor levels. An adequate supply of outdoor air can help reduce the levels of indoor pollutants. Exhaust fans pull indoor pollutants and odors out of the building. Inspect heating, ventilation and air conditioning systems regularly and establish and follow a maintenance plan.

45. Water is poured down floor drains and sinks once per week and toilets are flushed at least once per week to ensure proper drain trap maintenance? *

- Yes
- No
- Not applicable

Comments

Drain traps can cause indoor air quality problems when water in the drain trap evaporates due to infrequent use. If the building interior is under negative pressure, soil gas or sewer gas can be drawn indoors through a dry drain trap. Train cleaning/maintenance staff on protocols.

Cleaning and Maintenance

46. Verified that third-party certified cleaning products are used (some third-party certifications are Green Seal, ECOLOGO or EPA's Safer Choice)? *

- Yes
- No
- Not applicable

Comments

Some cleaning chemicals can trigger asthma symptoms and impact health. Select cleaning products that are non-toxic or least toxic and certified as environmentally preferable by a third-party such as Green Seal, ECOLOGO or EPA's Safer Choice.

47. Verified safer disinfectants and sanitizers are used, unless otherwise required by regulation? *

- Yes
- No
- Not applicable

Comments

Certain ingredients in disinfectants and sanitizers can trigger asthma symptoms and impact health. Select safer disinfectants and sanitizers, like those certified by EPA's Design for the Environment. These products are safer for health and the environment. Federal, state or local regulations may require the use of non-certified products in certain situations.

48. Chemicals are used only with adequate ventilation and using proper controls? *

- Yes
- No
- Not applicable

Comments

Buildup of contaminants can contribute to indoor air quality problems and health effects. Follow safe handling, storage and disposal practices, clean air supply diffusers, return registers and outside air intakes, inspect heating, ventilation and air conditioning systems regularly, and establish a chemical management and inventory plan. If your building has laboratories, these should have negative pressure and exhaust to the outside rather than recirculating. Laboratories should have chemical fume hood(s) that exhaust directly outdoors and should be tested regularly.

49. Safety Data Sheets (SDSs) for all chemicals used and/or stored on site are easily accessible and up to date? *

- Yes
- No
- Not applicable

Comments

The SDS is a way for chemical manufacturers to communicate product hazards. It includes information such as the properties of each chemical; the physical, health and environmental health hazards; protective measures; and safety precautions for handling, storing and transporting the chemical. The Occupational Safety and Health Administration (OSHA) requires that employers ensure that SDSs are readily accessible to employees for all hazardous chemicals in their workplace. If the employer does not have an SDS, the employer or designated person(s) should contact the manufacturer to obtain one.

50. Supply and exhaust vents in chemical and trash storage areas are operating properly? *

- Yes
- No
- Not applicable

Comments

Buildup of contaminants can contribute to indoor air quality problems and health effects. Follow safe handling, storage and disposal practices, clean air supply diffusers, return registers and outside air intakes, and inspect heating, ventilation and air conditioning systems regularly. Prudent Practices suggests that chemical storage area should have vents and intakes both at ceiling and floor levels. It is also recommended to have at least 4-6 air exchanges per hour and to operate the system throughout the year (no turning off during unoccupied times, etc.).

51. Chemicals and fuel containers are labeled and are stored and handled properly? *

- Yes
- No
- Not applicable

Comments

Buildup of contaminants can contribute to indoor air quality problems and health effects. Follow safe handling, storage and disposal practices, inspect heating, ventilation and air conditioning systems regularly, and establish a maintenance plan.

52. Power equipment, like company vehicles, forklifts, snowblowers, and lawn mowers, are serviced regularly and maintained according to manufacturer recommendations? *

- Yes
- No
- Not applicable

Comments

Buildup of contaminants can contribute to indoor air quality problems and health effects. Follow safe handling, storage and disposal practices, conduct routine inspections of worksite and train maintenance staff on protocols.

Combustion Appliances

53. Checked for combustion gas and fuel odors? *

- Yes
- No
- Not applicable

Comments

Combustion equipment are potential sources of carbon monoxide and combustion gases. Carbon monoxide is an odorless, toxic gas so it is important that appliances are properly vented to remove combustion gases. Inspect heating, ventilation and air conditioning systems regularly and establish and follow a maintenance plan. Note odors when first entering a location containing combustion equipment. Upon first entering a room, the smell of combustion gas odors or the sign of rust or dirt at exhaust vent inlets may indicate a leak or back drafting problem.

54. Physical and pressure barriers separate combustion equipment from occupied spaces? *

- Yes
- No
- Not applicable

Comments

Combustion equipment are potential sources of carbon monoxide and combustion gases. Carbon monoxide is an odorless, toxic gas so it is important that appliances are properly vented to remove combustion gases. Inspect heating, ventilation and air conditioning systems regularly, establish and follow a maintenance plan, and provide outdoor air ventilation according to ASHRAE standards or local code. Note odors when first entering a location containing combustion equipment. Upon first entering a room, the smell of combustion gas odors or the sign of rust or dirt at exhaust vent inlets may indicate a leak or back drafting problem.

55. Ensured combustion equipment is serviced regularly according to manufacture recommendations. *

- Yes
- No
- Not applicable

Comments

Combustion equipment are potential sources of carbon monoxide and combustion gases. Carbon monoxide is an odorless, toxic gas so it is important that appliances are properly vented to remove combustion gases. Inspect heating, ventilation and air conditioning systems regularly, establish and follow a maintenance plan, and provide outdoor air ventilation according to ASHRAE standards or local code. Note odors when first entering a location containing combustion equipment. Upon first entering a room, the smell of combustion gas odors or the sign of rust or dirt at exhaust vent inlets may indicate a leak or back drafting problem.

Other

56. Has a radon test been conducted in this space within the last five years? *

- Yes
- No
- Not applicable

Comments

Radon is the second leading cause of lung cancer behind smoking. Elevated radon levels have been found in many buildings and homes across the state. The Vermont Department of Health recommends testing buildings for radon every 5 years and after any major changes to a building's structure or mechanical systems.

57. Checked for peeling and flaking paint (if the building was built before 1978, this could be a lead hazard)? *

- Yes
- No
- Not applicable

Comments

Lead is a toxic metal that is harmful to human health. Children and women of childbearing age are at greatest risk. Children are most susceptible to the effects of lead because their bodies are still developing, and they absorb lead more easily than adults. Lead can affect children's development, harming the central nervous system (brain), slowing growth, making it hard to learn, and causing behavioral problems. Dust from lead paint is a major source of lead poisoning in Vermont children. Over time, lead paint on surfaces crumbles into invisible dust, especially from opening and closing doors and windows. There is no safe blood lead level. Conduct routine inspections of the worksite. Follow lead-safe work practices during renovations.

58. Checked for deteriorated asbestos insulation or flooring? *

- Yes
- No
- Not applicable

Comments

Asbestos is a mineral fiber that has been used in many building materials. Exposure to asbestos fibers increases the risk of developing health effects—such as lung cancer, mesothelioma, and asbestosis. Undisturbed asbestos-containing material does not pose a risk. Maintain an up-to-date Asbestos Management Plan/Inventory and address any deteriorated building material using a trained and accredited professional. Review the Asbestos Inventory prior to beginning any renovations.

59. What methods, policies, etc. are used to improve environmental health and indoor air quality at your worksite? *

- [ ] Anti-Idling Policy
- [ ] Environmentally Preferable Purchasing Policy
- [ ] Fragrance-Free Policy
- [ ] Integrated Pest Management Policy
- [ ] No Smoking Policy
- [ ] Follow a formal HVAC maintenance plan/schedule
- [ ] Promote tobacco cessation
- [ ] Follow an emergency action plan for safety, medical and climate emergencies
- [ ] Other - Write In (Required)

*

- [ ] None

60. Does the worksite have a wellness team? *

- ○ Yes
- ○ No

61. Will the results of this inspection be shared with the team? *

- ○ Yes
- ○ No

Develop a wellness team. Meet regularly to review inspection reports, prioritize concerns, and make recommendations.

Share inspection reports with the team so they can prioritize concerns and make recommendations.

Photos and Notes

62. Do you have photos to upload? *

- Yes
- No

63. Upload photos (up to 5) *

Browse...

64. Upload additional photos (up to 5)

Browse...

65. Additional notes

Thank You!

You have completed the walkthrough.

Next Steps:

- If you completed the walkthrough on paper, enter your responses online or scan and email your responses to envision@vermont.gov.
- You will receive a report via email. Share this report with your wellness team and property manager.
- Create an action plan for any areas of concern noted.
- Add this walkthrough to your worksite maintenance plan to conduct annually.
- Apply for the annual Worksite Wellness Awards and3-4-50 sign-on.

If you need further assistance, the Departments of Health and Labor can help.

Contact the Health Department's Asthma Program at:

- Phone: 802-863-7330 or 800-508-2222 (in Vermont)
- Website: Asthma Program
- Email: envision@vermont.gov

Contact the Department of Labor's Project WorkSAFE* at:

- Phone: 1-888-SAFE-YES
- Website: Project WorkSAFE

*Project WorkSAFE can provide worksites with FREE, NO-PENALTY consultations, including indoor air quality testing, chemical exposure assessments, safety audits, program development and evaluation, and noise monitoring.