

Safety InsightsSM

Safety & Risk Management News & Notes

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While shoveling snow can be good exercise, it can also be dangerous for overly optimistic shovelers who take on more than they can handle. Many areas around the country are looking at the time of year when snow is possible. The National Safety Council offers the tips to help you get a handle on [safe shoveling](#).

Bullying is an issue for many youth today. It is intentional aggressive behavior that involves an imbalance of power or strength. Often, it is repeated over time and can take many forms. In many respects, research on bullying prevention is still in its infancy. Although researchers have documented success of some comprehensive programs in reducing bullying, there is still much to learn about which aspects of these programs are most important. However, a review of existing bullying prevention programs and feedback from educators in the field has led the US Department of Health and Human services to suggest ten strategies that represent “best practices” in bullying prevention and intervention. More can be found at [Stop Bullying Now](#).

The use of a waiver can be an effective risk management tool. While many in the recreation industry see waivers as useless bits of paper, court trends show a tendency to recognize a properly constructed and well written waiver in many cases. Look for more on waivers coming in the December issue of Safety Insights. Visit Athletic Business to view several recent articles on waivers including: [Evaluating Your Liability Waiver](#), [The Importance of Well-Written Waivers](#) and [How to Write an Effective Waiver](#). Waivers should always be reviewed by a local attorney, familiar with the legal requirements for waivers in the state where your organization is located, before use.

Chemical safety is important at organizations; especially when hazardous chemicals such as those used around pools are present. A recent article in [Aquatics International](#) describes how an Aquatic Director’s inadvertent transfer bucket mistake forces a hazmat intervention, an evacuation and a renewed appreciation for chemical safety. Read more [HERE](#).

All organizations should have a Whistleblowers policy in place. The policy will describe practices for reporting concerns and also protecting staff that report problems. The US Department of Labor (DOL) filed suit against a New York City nonprofit organization providing care to individuals with developmental disabilities, for allegedly firing a worker who voiced workplace safety and health concerns and filed a complaint with OSHA. The complaint seeks a judgment ordering all appropriate relief for the worker, including reinstatement, back pay with interest and compensatory damages. More information about the suit can be found [HERE](#). A [fact sheet](#) and [sample Whistleblower's Policy](#) is available in the [Online Library](#) and additional information is available at www.whistleblowers.gov.

The Nonprofit Risk Management Center (NRMCC) has unveiled two new Webinar programs for 2011. The first program, [Third Thursdays](#), is a four-part series of 90-minute programs on human resource risk. If you've got employees, you've got HR risk! Join us for this program to learn about safe reference giving (and getting), employee handbooks, supervision and performance management, and managing the end of the road. The [First Wednesdays](#) program is a 12-part series of 60-minute live webinars covering a wide range of risk-inspired topics. The series begins with a program exploring "what's new" in the risk management field and continues with a program on "The Seven Deadly Sins of Borrowed risk Management Policies." To learn more about the series or to register, visit [HERE](#).

This month's issue of *Safety Insights* is now available [Online](#).

Topics include:

Snow Shoveling Safety

Bullying Prevention Resources

Use of Waivers

Chemical Safety

Whistleblowers Policy

Risk Management Webinars

Notes from the Field has been added to the [What's New](#) section of our Website.

Forward this link to a colleague, volunteer or staff member so they can [sign up for the e-news](#)