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Properly executing a waiver agreement is important. A liability waiver, release or exculpatory agreement is a contract relieving or limiting a party's blame for harm another person may incur, such as bodily injury, as a result of participating in an activity. Your organization can use this type of contract as part of your risk management program. Many nonprofits use a membership waiver for general facility use and may also use additional waivers for certain high-risk or specialty programs such as ropes courses and equestrian programs. Your waiver must be properly constructed, consistent with the legal requirements and precedents in your state, reviewed by legal counsel and properly executed. To be properly executed you must ensure that users are given time to read the form, that the form is legible and clear and that you witness the user's signature. One common error in executing a waiver contract is when utilizing the form for a family or couple. While a parent can sign on behalf of a minor child (check your state's laws on this), one adult cannot sign for another. This often leads to organizations failing to secure both signatures on their waiver form. An example would be that a parent signs-up for a family membership and provides a waiver signature at the time of registration. However, when the other parent or adults in the family are not present organizations must develop a procedure to secure the additional signatures. Waivers can protect your organization and are often required by insurers. It is a good idea to have your waivers reviewed by local legal counsel to ensure they are current. Sample waivers, agreements and contracts are available on in the [Online Resource Library](#).

April is Distracted Driving Awareness Month. Distracted driving is rampant on our roadways, killing hundreds each year. Unfortunately, it is easier than ever to drive distracted. Auto makers are putting technology into our vehicles that allows us to make phone calls, dictate texts or emails and update social media while we are behind the wheel – all actions that are proven to increase crash risk. The National Safety Council ([NSC](#)) observes April as Distracted Driving Awareness Month to draw attention to this epidemic. NSC wants to empower you to put safety first and Take Back Your Drive. Read more [HERE](#). Learn why your organization needs a [Cell Phone Policy](#).

Ladder Safety app now available. Climbing for work? The National Institute for Occupational Safety and Health's ([NIOSH](#)) award-winning Ladder Safety app, first released in 2013 to provide user-friendly guides and interactive tools for extension ladder selection and safe use, now includes step ladder safety resources and other enhancements based on user input. Download the free app, available in English and for [iPhone/iPad](#) or [Android](#). Visit the [HERE](#) to learn more.

The Climbing Wall Association's (CWA) Website is new. CWA is a trade association addressing the needs and interests of the climbing wall industry. Serving climbing gyms, climbing wall operators, manufacturers, and others involved in the climbing industry, the CWA works to develop and maintain standards for the industry, represent interests in regulatory and legislative processes, sponsor professional development, training and certification programs, and promote the sport of climbing. CWA has also added a member community portal to increase member services and build a unique gathering point for climbing industry professionals. Users now have the opportunity to log in and join a community of like-minded professionals, and interact with each other in many new ways. Members can now search for each other, message each other, take part in forum discussions, access the CWA's online resources, and manage their own membership status. Additional features such as online expert forums, certification management, members-only resources, and better access to the CWA member benefits will also be added in coming months. Read more [HERE](#).

Did you see this in the last E-news:

Crafting a gun policy can be challenging for your organization. Laws and the popularity of carrying guns change over time. In recent months there have been significant changes in laws and practices in many states across the US. Banning guns from the workplace can be a method for meeting the Occupational Safety and Health Administration's (OSHA) general duty clause mandate for a safe work environment. However some laws restrict an organization's ability to ban or control guns on premises. Controlling guns in public places can be even more challenging for organizations depending on state laws, personal freedoms and the local climate of [concealed carry](#). Steve Bates writes more about the employer human resource conundrum in an article from The Society for Human Resource Management (SHRM) [HERE](#). Melanie Herman from the Nonprofit Risk Management Center (NRMCC) discusses how to balance a firearm and weapons policy, your mission and laws [HERE](#). While most non-profits ban firearms and weapons on premises it is important to review this practice to ensure it is legal as laws change and that practices such as sign posting requirements are met. This is not a topic that staff alone should develop a "policy" for, this is a topic that must be reviewed legal counsel and at the non-profit board level to ensure a true and lawful policy is in place. Once the policy has been developed it must be effectively communicated and regularly reviewed to ensure it is current with any changes in laws.

This Month's Topics:

Use of Waivers

Distracted Driving Awareness

Ladder Safety

Climbing Wall Resources

Firearms Policy