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A ban on requesting or demanding social media account information from employees and job applicants soon becomes effective (December 2012) as Maryland is the first state in the nation to pass such a law. A similar ban goes into effect in Illinois in January 2013. Other states have also proposed social media privacy legislation. If new and potential state laws haven't prompted employers to abandon the practice of demanding access to applicants' and employees' social networking accounts, the danger of potentially violating the federal Stored Communications Act (SCA) might do the trick. It has long been a violation of the SCA for an employer to obtain and read an employee's emails that go through an outside server, such as an employee's Gmail account. This is because the account doesn't belong to the employer and the employer doesn't have permission freely given from the employee to access those messages. This applies to personal email messages, even when an employee reads them at work. It may also apply to social networking messages or posts. Read more [HERE](#).

Warning labels may not protect organizations from liability. A recent court case about an injury when using a piece of gymnastic equipment can help facilities better manage risks. A 21-year-old university student was using a gymnastics tumbling training apparatus when he attempted to perform a standing back flip. Landing squarely in the center of the apparatus, the student suffered catastrophic, permanent spinal injuries, rendering him a quadriplegic. As a result of his accident, he sued the manufacturer, claiming products liability — specifically, that the company failed to warn of the dangers associated with the product — and the university, claiming negligent supervision of this allegedly dangerous product. The case can help operators learn more about warning signage and supervision. Read more [HERE](#).

Managing finances and preventing fraud and practices such as segregation of duties, checks & balances, etc. may be difficult to implement in the small organization. *Five Internal Controls for the Very Small Nonprofit* from [Blue Avocado](#) helps identify steps for reviewing your internal financial controls. The steps include: set the control environment, clearly define responsibilities, develop physical controls, provide duality, and ensure bank statements are reconciled regularly. Read more [HERE](#).

Back injuries are among the most common of workplace injuries. Almost every employed and volunteer staff member engages in some form of lifting on a regular basis; it is important to provide training and frequent reminders to reduce stress factors and injuries. For some nonprofits, child care workers and lifeguards lead the reports for lifting related injuries. Resources to assist your organization in preventing common incidents such as [Consideration for Preventing Back Injuries](#), [Ladder Safety Tips](#), [Safety Orientation Checklist](#), [Preventing Slips and Falls](#), [Snow Shoveling Safety](#) and [Back Injury Prevention Training Outline](#) are all available in the [Online Resource Library](#).

Now is the time to prepare for the New Year's resolution rush. Many YMCAs will see a significant increase in use due to the winter months and New Year's resolutions. While much of the increase in use may be attributed to members becoming more active; some can be attributed to new members or guests using the facilities. Taking the time to prepare can help prevent issues. Read more [HERE](#).

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](#).

This Month's Topics:

Social Network Screening
Warning Signage and Supervision
Financial Controls
Back Injury Prevention
Preparing for the New Year
Chemical Safety