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OSHA has published a new fact sheet on filing whistleblower complaints under the Sarbanes Oxley Act. The new fact sheet from the Occupational Safety and Health Administration (OSHA) provides information on whistleblower protection for workers who report alleged mail, wire, bank, or securities fraud. The [Filing Whistleblower Complaints under the Sarbanes-Oxley Act](#) Fact Sheet is available on OSHA's [Publications Web page](#).

In Keeping Your Eye on the Ball, a recent Safe-Wise Consulting Blog post, the author discusses a recent review of practices for managing the use of fitness training balls. Fitness training balls, also known as stability and exercise balls, are commonly used at fitness facilities around the country. While they are common and usually durable they can fail when not used in a proper manner and within manufacturer's recommendations. As recently as 2009 the Consumer Product Safety Commission (CPSC) recommended the recall of nearly 3 million exercise balls due to a number of reports of various injuries to consumers. The majority of these and continuing injuries are due to improper use rather than equipment defect. Read about safe use considerations at the [Blog](#) and in the [Online Resource Library](#).

A new edition of Risk Management Essentials is now available. The latest edition of the Nonprofit Risk Management Center's newsletter, *Risk Management Essentials*, is now available. This special "volunteer issue" includes answers to the top questions we received about volunteers during 2011. Read the issue's [feature articles online](#) or peruse the "turn the page" edition online [HERE](#).

Seven Common EPL Questions and Answers are reviewed in a recent publication authored by Don Phin in an Innovative Workplace article from Rough Notes Inc. Phin addresses issues that have been commonly discussed in his 10+ years of HR hotline calls. Common questions include: how to deal with an employee with reoccurring sickness and poor attendance, dealing with a sexual discrimination complaint, addressing poor performance with an older employee and how to terminate an employee. Read more [HERE](#).

Check out 20 Innovative Ways Schools Are Combating Bullying. Bullying is an issue for youth today in schools, camps and other programs. Students, parents, schools and other organizations are formulating various strategies to put an end to the problem. Read more about several innovative ideas [HERE](#).

The Department of Justice (DOJ) provides interpretation on ADA pool lifts. The DOJ has issued an interpretation of when and how lifts need to be installed at swimming pools under the Americans with Disabilities Act (ADA). Although the DOJ did not specifically address spas, the principles set forth in the DOJ guidance could apply to spas as well. While this guidance was intended for the hotel industry it can also provide direction for other venues with public access. Main points of the interpretations include: Lifts need to be available and in position at each pool at all times when a pool is open to the public, only “fixed” lifts are acceptable, unless a operator can demonstrate that installing such a lift is not readily achievable, sharing lifts between two pools is not allowed, unless the entity can show an “undue burden.”, lifts cannot be shared between a pool and a spa and pool lift batteries must be fully charged and ready for use at all times the pool is open. Read more [HERE](#).

This Month's Topics:

Whistle Blower Fact Sheet

Fitness Training Balls

Risk Management Essentials

Employment Practices Q & A

Preventing Bullying

Interpretation on new ADA Regulations