

November 2015 | Volume 9 Issue 11.2

Car seats are safe while traveling but perhaps not afterward. Car seats may not be a safe place for infants to nap according to a study published in the Journal of Pediatrics. Dr. Erich Batra from Penn State's Milton S. Hershey Medical Center looked at 47 deaths among children under two years old that occurred in baby swings, bouncers, and car seats. All but one death occurred by asphyxiation. The majority of deaths occurred when the child strangled on the straps after falling asleep. The study goes on to show that two-thirds of the infant deaths occurred in car seats. Batra suggests that while car seats are safe in vehicles they may not be when parents remove the seat from the car with the sleeping baby inside and loosen the straps. This is when safety may be reduced and a tragedy can occur. Batra suggests that a car seat should not be used outside of the car and an infant should never be in a car seat with partially buckled straps. Researchers say that the lesson for parents and caregivers is that infants should only sleep in cribs and should not be left unsupervised in car seats, swings, bouncers, and other sitting devices, whether they are asleep or awake. While children are usually well supervised at centers, childcare providers should educate their parents and discuss what options may be available for protecting infants from the possible dangers of sleeping in car seats. Read the complete study [HERE](#).

Do you know how to use references effectively for hiring? Emily Stumhofer from the Nonprofit Risk Management Center ([NRMCM](#)) recently discussed tips for using candidate references effectively in the Center's e-newsletter. Stumhofer describes how during interviews, applicants are known to describe the employee they want to be, rather than the employee a work reference would describe. Reaching out to independent 'informants' can help you learn about how the applicant interacts with peers, acts under pressure, and their sense of curiosity and eagerness to learn. This is often the most telling part of the screening process; reference checking. The tips for giving and getting references include: Stick to the Facts, Be Detail-Oriented, Assess the Totality of the Information, Qualify the Reference. Read more [HERE](#).

OSHA Webpage consolidates information about Hazard Communication. OSHA's newly updated [Hazard Communication Webpage](#) incorporates drop-down tabs to all topics related to the revised standard, including access to letters of interpretation, [the standard](#), [guidance documents](#) and [frequently asked questions](#). The revised webpage also provides [history and background](#) on how OSHA's Hazard Communication Standard aligns with the United Nations Globally Harmonized System of Classification and Labelling of Chemicals. Additional resources are available in the [Online Resource Library](#).

Winter driving can be hazardous; especially in northern regions that get a lot of snow and ice. Additional preparations can help make a trip safer, or help staff deal with an emergency. It is important to remember the “Three P’s of Safe Winter Driving”; Prepare for the trip, Protect yourself and Prevent crashes on the road. To stay safe and on the road during inclement weather, experts advise keeping vehicles in top condition with frequent safety checks. The National Highway Traffic Safety Administration ([NHTSA](#)) reports that “failure to keep in proper lane or running off the road” and “driving too fast for conditions” are the two most frequent driver behaviors causing winter accidents. The NHTSA urges drivers to: check your battery, check your cooling system, fill your windshield washer reservoir, check windshield wipers and defrosters, check floor mat installation to prevent pedal interference, inspect your tires and stay vigilant while driving. [Winter Driving Tips](#) are available in the [Online Resource Library](#) and the NHTSA has additional recommendations; read more [HERE](#).

Did you see this in the previous E-news:

Manage the risk of Bullying because it really matters. The Fall 2015 issue of the Nonprofit Risk Management Center's periodic newsletter, *Risk Management Essentials*, is now available. The brand-new edition focuses on child safety in nonprofit organizations, particularly youth-serving organizations. The cover article; 'Cyberbullying & Cyber Threats to Young People' focuses on a topic that receives more attention daily as children and teens spend more of their time in the digital dimension. And while cyberbullying may not offer the warning signs we are taught to identify in cases of physical bullying, its effects can be equally damaging to both the victim and the Bully. Now is a perfect time to refresh your knowledge of youth protection practices. Read the newsletter for insight on cyberbullying, youth protection principles, and tips for engaging parents and caregivers as essential participants in your youth protection program. Read more [HERE](#).

Teach children about personal safety. The National Center for Missing & Exploited Children ([NCMEC](#)) has worked with the child safety experts who created the popular online safety website, [NetSmartz](#), to develop the new KidSmartz program. This program can be used to educate children and their parents about preventing abduction and also empowers them to practice safer behaviors. Youth leaders can encourage “The 4 Rules of Personal Safety” and utilize the available resources such as: personal safety age-specific lesson plans; tips and safety checklists for parents; games and animated videos. Visit the new Website for more information and to download the [KidSmartz Education Kit](#).

This Month’s Topics:

Infant safety Seats
Checking References
Hazard Communication
Winter Driving
Preventing Bullying
Child Safety Resources