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Is it Halloween in your fitness center? Elevation training masks grow in usage when they are popularized by professional athletes or by popular movies. The masks have been marketed to suggest that they can simulate exercise in high-altitude elevations or provide the benefits of hypoxic training. There is limited research on the effectiveness of these devices and almost no research available that is not funded by one of the manufacturers. These devices can restrict oxygen to the user, can increase rebreathing expired CO₂ trapped in the users' mask and even limit hydration during workouts. These are very real concerns for users and facility operators to consider. From a risk vs reward review there seems to be little evidence that the benefits outweigh the concerns and support the use of these devices among the mainstream population. Organizations are encouraged to review the use of these devices and take appropriate action to restrict or ban their use until strong evidence is available to support their use in the public/private fitness environment.

Does social media have a role in Crisis Management? Twitter, Facebook, Instagram, Tumblr and so many more social media platforms are intertwined with people's daily lives. People turn to them as a first source for news and information, a fact that organizations can use to their advantage during an emergency situation. Vivian Marinelli discusses how to effectively utilize social media during a crisis in a recent article from [Athletic Business](#) magazine. Marinelli writes: "In recent crises, we have seen the digital environment as an immediate outlet for information. The speed by which pictures and videos can be uploaded and shared is almost instantaneous. Every facility should have an emergency preparedness plan." She goes on to outline a step by step process for adding social media as a crisis communication element to your emergency response plan. Read more [HERE](#).

Follow these 10 steps to prevent workplace violence. With there being thousands of incidents of violence in American workplaces each year, the threat of violence in the workplace is a very real possibility. The Occupational Health and Safety Administration ([OSHA](#)) estimates that there are about 2 million cases of workplace violence a year. Workplace violence is a rare situation and can easily be prevented by taking certain measures that ensure your workplace will be non-violent. The ALICE Training Institute suggests these ten ways to prevent workplace violence: create a policy that prevents harassment; create effective lines of communication; training sessions are a key factor in helping to prevent violence; establish a "Zero-tolerance" code of conduct; encourage your employees to accept individual differences; prevent conflicts from turning into harassment or violence; show that the quality of the relationships on a team are important; communicate the consequences for unacceptable behavior; encourage everyone to report any and all violent incidents; reduce the risk involved in handling the assets of your organization. Read more [HERE](#).

Back injuries caused by improper lifting or overexertion are among the most common of workplace injuries. The upcoming onset of winter makes it a good time to review safe procedures with staff. 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](#), [Preventing Slips and Falls](#), [Snow Shoveling Safety](#) and [Back Injury Prevention Training Outline](#) are all available in the [Online Resource Library](#).

Did you see this in the last E-news:

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. 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. 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](#).

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](#).