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**Is there a Bug in the water?** With the busy summer swim season at a peak swimming pools are swarming with people and potentially with a nasty parasite. That worries the Centers for Disease Control ([CDC](#)). The CDC sees outbreaks of parasites such as cryptosporidium on the rise. A report published in the journals "Morbidity" and "Mortality Weekly Report" shows that outbreaks in swimming pools of the parasite cryptosporidium increase each year. Cryptosporidium, or "Crypto" for short, can be found in water, food, soil or on surfaces or dirty hands that have been contaminated with the feces of humans or animals infected with the parasite. During 2001–2010, Crypto was the leading cause of [waterborne disease outbreaks](#) linked to [recreational water](#) in the United States. The parasite is found in every region of the United States and throughout the world. Read more about Crypto [HERE](#). See what you can do to prevent outbreaks at your facility [HERE](#).

**The power to Prevent Bullying can be in your hand.** School's out but youth can still learn and can still be bullied. Summer staff working with youth can provide simple lessons to prevent bullying. In fact, spending 15 minutes a day listening and talking with a child can help build the foundation for a strong relationship and provide reassurance that they can come to someone with a problem. [KnowBullying](#) is a new mobile app by the Substance Abuse and Mental Health Services Administration ([SAMHSA](#)) which can help get the conversation started. The app provides tips on talking about school, work, relationships, life, and bullying. Staff can help prevent bullying and increase communication with youth anytime they have time to chat. Read more [HERE](#).

**6 Bold Moves for 2015.** Melanie Lockwood Herman of the Nonprofit Risk Management Center ([NRMCC](#)) recently discussed human resource risk in her recent e-news article. Herman writes: Risks associated with the hiring and deployment of personnel inevitably crop up... Mission-draining HR risks include a lack of meaningful teamwork and accountability; botched onboarding and chaotic departures; high rates of turnover due to dissatisfaction with supervision, compensation and benefits; and nonexistent performance management. Herman goes on to present six bold approaches to fixing HR. Read more [HERE](#).

**Slip & Fall leads to waiver review.** Kristi Schoepfer-Bochicchio, in a recent article from Athletic Business magazine, discusses how an organization was effected after a slip and fall incident. A patron slipped on his way to the pool area of the facility and suffered a knee injury. After the incident the patron filed suit and the organization presented the patron's signed membership agreement, with an exculpatory clause, as part of its response to the suit. The court was left to determine whether the patron was participating in an activity sponsored by the organization when he fell, and whether a health club or fitness facility can use an exculpatory clause to insulate itself from the ordinary common law duty of care owed to invitees by business owners. When assessing the nature of the activity the court reasoned, quite simply, that walking toward the pool and using the pool are two very different things. Read more [HERE](#).

### **Did you see this in the previous E-news:**

**Let's make safety a habit with staff.** Most people have a bad habit or two. Forgetting or ignoring the safety information that was learned during summer staff training should not be one of these bad habits. Safe-Wise Consulting has prepared weekly Tip Sheets to help regularly refresh summer staff's commitment to safety. This information should first be part of pre-summer staff training and later used as a weekly refresher of key practices in protecting youth, staff and the organization from harm. Read more [HERE](#).

**Safety breaks at pools can help prevent aquatic incidents.** Implementing hourly break periods (5-10 minutes) during recreation swims is encouraged by the Centers for Disease Control ([CDC](#)) to help reduce fecal accidents and incidence of recreational water illnesses ([RWIs](#)) by allowing time for youth to use restrooms. During these breaks the entire pool is cleared of swimmers for the rest period. These breaks can also help maintain lifeguard alertness by giving guards time to regroup, refresh and rotate positions. Other benefits include encouraging all staff and swimmers at outdoor pools to use the time to hydrate, apply sunscreen and for groups to ensure all members are accounted for. More information on summer pool safety is available [HERE](#).

### **This Month's Topics:**

*Waterborne Illnesses*  
*Prevent Bullying*  
*Managing HR Risks*  
*Waivers*  
*Safety Reminders*  
*Pool Safety Breaks*