

Training Catalogue

in2vate develops and delivers online training programs to assist your organization in managing risk and bettering lives. All of our online training topics may be presented in a live setting, as well. Our programs focus on preventing wrongdoing and promoting right doing.

- **Employment Practices Liability** – Including topics such as sexual harassment, discrimination, and protected classes training for all employees.
- **Leave-Related Laws** – Addressing the key elements—and the interaction—of requirements involving disabilities, family and medical leave, and workers’ compensation fraud and retaliation.
- **Human Resources** – Addressing functions and processes from hiring to firing (and everything in between), along with other timely topics such as sensitivity and ethics.
- **Smarter Adults–Safer Children™ (SASC)** – Including the prevention of sexual abuse, bullying and cyber bullying, and substance abuse, as well as the promotion of technology safety and security.
- **Student-Related Risks** – Addressing unique challenges in the care of students, such as prevention of (and proactive response to) misconduct, as well as confidentiality and other technical requirements.
- **Workplace Risk Management** – Assisting organizations in practicing collective risk management to better manage workplace risks, including violence, theft, and other unsafe acts.
- **Workplace Safety** – Assisting organizations in managing a wide range of risks to safeguard employees, volunteers, visitors, and anyone else who may come into contact with your workplace.

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Employment Practices Liability

Sexual Harassment and Discrimination – Employees

Target Audience: Faculty/Staff, Employees, and Volunteers

Harassment, particularly sexual harassment, is a problem that can have devastating consequences. This training highlights the personal and economic impacts of sexual harassment, the duties of managers and supervisors, what sexual harassment is and isn't, how to spot and prevent potential sexual harassment, how to defend your institution with effective reporting systems, the importance of investigations, and more. Harassment is also available in the following versions:

Also Available:

- Sexual Harassment and Discrimination – Employees (California)
- Sexual Harassment and Discrimination – Employees Spanish (California)
- Sexual Harassment and Discrimination – Employees (Illinois)
- Sexual Harassment and Discrimination – Employees (New York City)
- Sexual Harassment and Discrimination – Employees Spanish (New York City)
- Sexual Harassment and Discrimination – Employees (New York State)
- Sexual Harassment and Discrimination – Employees Spanish (New York State)
- Sexual Harassment and Discrimination Higher Ed – Employees
- Sexual Harassment and Discrimination K-12 – Employees

Sexual Harassment and Discrimination – Supervisors

Target Audience: Managers/Supervisors, State Officials where applicable

Harassment, particularly sexual harassment, is a problem that can have devastating consequences. This training highlights the personal and economic impacts of sexual harassment, the duties of managers and supervisors, what sexual harassment is and isn't, how to spot and prevent potential sexual harassment, how to defend your institution with effective reporting systems, the importance of investigations, and more. Harassment is also available in the following versions:

Also Available:

- Sexual Harassment and Discrimination Higher Ed –Supervisors
- Sexual Harassment and Discrimination K-12 – Supervisors
- Sexual Harassment and Discrimination – Supervisors (California)
- Sexual Harassment and Discrimination – Supervisors (Connecticut)
- Sexual Harassment and Discrimination – Supervisors (Florida)
- Sexual Harassment and Discrimination – Supervisors (Illinois)
- Sexual Harassment and Discrimination – Supervisors (Maine)
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- Sexual Harassment and Discrimination – Supervisors (New York City)
- Sexual Harassment and Discrimination – Supervisors Spanish (New York City)
- Sexual Harassment and Discrimination – Supervisors (New York State)
- Sexual Harassment and Discrimination – Supervisors Spanish (New York State)

TRAC (Teamwork · Respect · Awareness · Communication)

Target Audience: All Employees

TRAC is a multi-purpose workplace risk management module for all employees. TRAC reinforces your efforts to prevent workplace wrongdoing and makes employees aware of issues important to your institution, such as tolerance, harassment, theft, workers' compensation fraud and retaliation, diversity, safety, violence, and conflict resolution. With TRAC, employees can receive basic workplace training and orientation in just a few minutes. TRAC can also be customized by integrating your specific policies and procedures into the training, helping generate greater impact and personal value for your employees.

Human Resources

Diversity (Employees)

Target Audience: Employees/Volunteers

This module addresses various topics related to diversity in the workplace. Topic areas addressed include defining diversity, diversity's impact on the individual, and developing an intercultural mindset. This module uses language that is specific to employees.

Diversity (Managers/Supervisors)

Target Audience: HR/Managers/Supervisors

This module is meant to generate various thoughts and ideas about ethics. Topics covered in this training include the following: the nature of ethics, the meaning of ethics, ethics in organizations, ethical decision-making, and how to right wrongdoings.

Ethics in Action (Employees)

Target Audience: Employees

This module is meant to generate some thoughts and ideas about ethics. Topics covered in this training include the following: costs of being unethical, defining ethics, types of ethical misconduct, making ethical decisions, and responding and reporting.

Ethics in Action (Supervisors)

Target Audience: HR/Managers/Supervisors

This module is meant to generate some thoughts and ideas about ethics. Topics covered in this training include the following: the nature of ethics, the meaning of ethics, ethics in organizations, ethical decision-making, and how to right wrongdoings.

Also Available:

Ethics (State-Specific CA Version)

Fair and Accurate Credit Transaction Act (FACTA)

Target Audience: Relevant Employees

The Federal Trade Commission (FTC), along with other federal agencies, promulgated regulations, effective Nov. 1, 2008, as required by the Fair and Accurate Credit Transactions Act of 2003 (FACTA). The regulations are known as the Red Flag Rules. The Red Flag Rules require covered business entities to develop and implement written identity theft prevention programs. The module provides FACTA compliance guidance.

Fair and Accurate Credit Transaction Act (FACTA) – Higher Ed

Target Audience: Relevant Employees

This module discusses regulations issued by the Federal Trade Commission and Federal banking agencies, intended to reduce the risk of identity theft. These regulations are known as the Red Flags Rule (or Red Flags Rules). Mandatory compliance, by Nov. 1, 2008, applies to organizations that come within the definition of "creditor" or "financial institution," under the Fair and Accurate Credit Transactions Act (FACT Act or FACTA).

Interviewing Strategies

Target Audience: HR/Managers/Supervisors

This module discusses various strategies managers and supervisors should use when conducting interviews with applicants. General topic areas discussed in this module include who should be an interviewer, preparation for the interview, procedures to take during the interview, and applying the Five Core Principles of Smart Risk Management™.

Workplace Investigations

Target Audience: HR/Managers/Supervisors

This module discusses best practices when conducting an investigation within the workplace. The training is divided into the following topic areas: goals of an investigation, who should investigate, five basic steps of an investigation, special concerns, and applying the Five Core Principles of Smart Risk Management™.

Personnel Files

Target Audience: HR/Managers/Supervisors

The personnel file is a journal of the employers' saved documentation of the history and status of the entire employment relationship with an individual employee. This module with three lessons will cover common questions about personnel files, what to consider when using technology for documentation, and what should and should not be included in an employee's personnel file.

Sensitivity

Target Audience: HR/Managers/Supervisors

Organizations should support their employees in acting sensitively and respectfully in all workplace settings. This module discusses what sensitivity is and what it is not, sensitive values versus sensitive behaviors, respecting others' boundaries, seeing things from another's perspective, avoiding insensitive situations, and how to develop basic sensitivity skills.

Smart Hiring – Part 1: Pre-interview

Target Audience: HR/Managers/Supervisors



This training module is part one of a two-part series dedicated to hiring strategies. This module covers steps leading up an interview. Those steps include defining the job, creating a recruitment plan, special considerations, and screening applicants.

Smart Hiring – Part 2: Interviewing and Post-Interviewing

Target Audience: HR/Managers/Supervisors

This training module is part two of a two-part series dedicated to hiring strategies. This module covers steps that should be taken during and after the interview. Those steps include interviewing strategies, final selection, post-hiring procedures, and applying the Five Core Principles of Smart Risk Management™.

Wrongful Termination

Target Audience: HR/Managers/Supervisors

This module reviews the best practices to prevent wrongful termination. The following topic areas are addressed in this training: employment at-will, altering the at-will assumption, illegal terminations, whistleblowers, and applying the Five Core Principles of Smart Risk Management™.

Leave-Related Laws

Americans with Disabilities Act (ADA)

Target Audience: Managers/Supervisors

This training communicates key components of the Americans with Disabilities Act (ADA) - components such as who is protected, when is a disability not a disability, how a nondisabled employee can sue and win, the pitfalls of the hiring process, reasonable accommodations vs. undue hardships, how well-meaning conduct can be interpreted as discriminatory, the personal and economic impacts of disability discrimination, the duties of managers and supervisors, how to spot and prevent potential disability harassment and discrimination, how to defend your institution with effective reporting systems, the importance of investigations, and more.

Also Available:

- Americans with Disabilities Act (Higher Education)
- Americans with Disabilities Act (Schools K-12)

Family Medical Leave Act (FMLA)

Target Audience: Managers/Supervisors

The Family Medical Leave Act (FMLA) may be the most misunderstood aspect of leave-related laws for many employers. This misunderstanding makes employers and their institution ripe for ever increasing liability. This module clarifies the regulations, what is "family" leave, what is a "serious health condition," notice requirements, how to manage administrative nightmares, managers' duties, and more.

Workers' Compensation Essentials

Target Audience: Managers/Supervisors



Managers need an understanding of their responsibilities in the dynamics of workers compensation. This includes a manager's role in preventing and managing claims. Topics in this introductory module include: Legal Overview, What is Covered?, Employees' Benefits, and Managers' Responsibilities

Smarter Adults–Safer Children (SASC)

Bullying/Violence Prevention (Smarter Adults–Safer Children Series)

Target Audience: Adults

Bullying/Violence Prevention provides schools, daycare providers, religious education programs, and other youth-oriented organizations with information, resources, and training to help prevent bullying and other violent behaviors. Bullying/Violence Prevention addresses (1) the warning signs that someone is a bully, (2) the warning signs that someone is a target, and (3) the appropriate responses by caring adults.

Healthy Relationships (Smarter Adults–Safer Children Series)

Target Audience: Teens

Our lives are made up of relationships with the people around us. While healthy, positive relationships are beneficial and help people reach their goals and live happy lives, some relationships can be harmful. This course stresses the importance of making healthy choices about relationships by identifying negative relationships and providing information and tools for choosing positive relationships.

Mandated Reporting for Child Abuse

Target Audience: Adults/Volunteers/Employees

This training will assist those who work with youth in understanding their role as mandated reporters. This module takes a "Three R's" approach to help prevent or identify abuse and neglect. The "Three R's" include *recognizing* child abuse, neglect, and boundary violations; *responding* to child abuse and neglect; and *reporting* child abuse, neglect, and boundary violations.

Also Available:

Mandated Reporting for Child Abuse – California (CANRA & AB 1432)

SASC Preventing Child Sexual Abuse (Religious) (Smarter Adults–Safer Children Series)

Target Audience: Adults/Volunteers/Employees

This training will help those who work and volunteer within houses of worship in preventing child sexual abuse. This module outlines three basic steps in preventing child sexual abuse: 1) Learning more about child sexual abuse; 2) Take action to safeguard children from sexual abuse; and 3) Report any suspicion of child sexual abuse to the proper authorities.

SASC Preventing Child Sexual Abuse (Schools K-12) (Smarter Adults–Safer Children Series)

Target Audience: Faculty/Staff/Volunteers

This training will help school administrators and employees in working to prevent child sexual abuse. This module outlines three basic steps in preventing child sexual abuse: 1) Learning more about child sexual abuse; 2) Take action to safeguard children from sexual abuse; and 3) Report any suspicion of child sexual abuse to the proper authorities.

Sexual Abuse Prevention (Smarter Adults–Safer Children Series)

Target Audience: Adults

Sexual Abuse Prevention creates adult awareness on sexual abuse and teaches adults how to prevent such abuse. With a target audience of employees, volunteers, and other caring adults, Sexual Abuse Prevention overviews (1) what is sexual abuse, (2) the damage caused by sexual abuse, (3) the warning signs of sexual abuse and of abusers, (4) how to respond appropriately, and (5) what caring adults can do about sexual abuse on their campuses and in their communities.

Student Violence (Smarter Adults–Safer Children Series)

Target Audience: Employees

More than half of U.S. public schools reported experiencing violent crime last year. School violence is a national crisis that shakes our confidence. We want to be safe in our schools; our communities and our futures compel us to take proactive steps to eliminate school violence. This training program discusses the risks, losses, and liabilities of school violence, the different kinds of violent acts that may take place in school, the challenges and motivation related to school violence, the people who commit these violent acts, warning signs, and more.

Substance Abuse Prevention (Smarter Adults–Safer Children Series)

Target Audience: Adults

This program highlights the risk factors that are often involved in substance abuse among youth and students. This program was designed with adults (faculty, staff, employees, volunteers, and other adults) in mind to (1) create awareness of the circumstances and influences that lead to a young person's involvement in substance abuse, (2) overview actions adults can take to help young people avoid substance abuse, and (3) outline how to become involved with a young person believed to be abusing substances.

Technology Safety & Security (Smarter Adults–Safer Children Series)

Target Audience: Managers/Supervisors

Technology Safety & Security outlines safety and security issues and teaches adults how to protect young people in the world of electronic communication. This program covers (1) technology exposures, (2) the warnings signs of potential technology-related abuse or misuse, (3) proactive strategies for protection, and (4) appropriate responses to technology-related abuse or misuse.

Student-Related Risks

FERPA (Family Educational Rights and Privacy Act)

Target Audience: Faculty/Staff

This training provides users with a basic understanding of the rules governing the release of student information in order to comply with the law and regulations. Specifically, the following topic areas related to FERPA are addressed: what FERPA is, disclosure of information, and complying with FERPA under special circumstances.

Student-To-Student Sexual Harassment

Target Audience: Faculty/Staff

This course provides training for administrators, faculty, and staff to better recognize, report, and manage reports of sexual harassment when the harasser(s) and/or victim(s) are students.

Workplace Risk Management

Drug-Free Workplace Program (Supervisor)

Target Audience: Managers/Supervisors

This module discusses ways in which managers and supervisors can create drug-free workplaces. Topics addressed in this training include supervisor responsibilities, behaviors that are permitted and banned, what to do if an employee admits they have a problem, drug testing, recognizing when reasonable suspicion testing is appropriate, and what to do if an employee tests positive for drugs.

Collective Risk Management Team®

Target Audience: Relevant Employees

Collective Risk Management is a process in which a team of employees manages workplace risk and wrongdoing when discovered. This training will guide you and your fellow team members through the wrongdoing report management process and will teach you how to develop an effective team.

Five Core Principles of Smart Risk Management®

Target Audience: Managers/Supervisors

Managers and supervisors often serve as the frontline defense for mitigating risks and loss as a result of workplace wrongdoing. Therefore, each manager and supervisor must be a Smart Risk Manager, and that can best be accomplished by understanding the best practices for managing people. The first step to becoming a Smart Risk Manager is to apply the five core principles: No Tolerance, Observation, Communication, Empathy, and Fairness.

Theft and Unsafe Acts

Target Audience: Managers/Supervisors

This training discusses various types of theft and unsafe acts that can occur within the workplace. Topic areas covered in this module include the following: 1) Unsafe work practices; 2) Discipline, retaliation, and unsafe acts; and 3) Employee theft.

Theft and Unsafe Acts: Higher Education

Target Audience: Administration/Managers

This training discusses various types of theft and unsafe acts that can occur within the workplace. Topic areas covered in this module include the following: 1) Unsafe work practices; 2) Discipline, retaliation, and unsafe acts; and 3) Employee theft. The content of this module uses language that is specific to organizations within higher education.

Workplace Safety

Accident Investigation Techniques

Target Audience: Managers/Supervisors

Designed to enhance the skills of trainees in the techniques of Accident Investigation. Topics include: definition of an accident; the accident chain; the cost of employee accidents; classifying accident causes; unsafe acts and conditions; the employee's role in an accident investigation; and completing the accident investigation report.

Accident And Injury Procedures

Target Audience: Employees

No matter how safe a workplace might be, accidents do occur. This training course seeks to increase awareness of accident exposures. Additionally, it explains the procedures that should be used for documenting, reporting, and responding to accidental workplace injuries.

Accident Prevention

Target Audience: Employees

Safe work practices must be a priority every day. Knowledge of safe work practices can contribute to preventing accidents. This program addresses accident prevention by defining the term "accident" and exploring some of the root causes of accidents.

Accident Scene Management

Target Audience: Employees

Every day, drivers are involved in motor vehicle emergencies or accidents. The goal of this training program is to provide instruction on the procedures one should follow if involved in a motor vehicle accident. Additionally, this course stresses the importance of preparedness for this type of emergency.

Bloodborne Pathogens

Target Audience: Employees

Describes the types of bloodborne pathogens (BBP) and explores the ways that they can be transmitted in the workplace. Reviews the requirements for maintaining a formal BBP Exposure Control Plan and provides requirements necessary for adequate personal protective equipment, housekeeping practices and safe work practices. Discusses measures for reducing exposures to bloodborne pathogens.

Also Available:

Bloodborne Pathogens - Reducing the Risk of Occupations Transmission in the School (IN SPANISH)

Target Audience: Managers/Supervisors



Bloodborne Pathogens - Reducing the Risk of Occupations Transmission in the School
Target Audience: Managers/Supervisors

Creating A Safe Holiday Celebration

Target Audience: Employees

At homes and businesses alike, the holidays are typically some of the most anticipated periods of the year and occasionally, people lose sight of safety when trying to promote a holiday or seasonal theme. This course stresses the importance of maintaining a clear focus on safety-related matters during the holiday season, both at work and at home. In addition, it emphasizes five important areas of concern related to the holiday season: electricity, exits, live decorations, open flame, and fire protection systems.

Defensive Driving

Target Audience: Employees

Motor vehicle accidents account for 43% of all accidental deaths across the United States. This training program will discuss how defensive driving techniques can promote safe driving and reduce accidents. The objectives of this course are to understand the definition of defensive driving, recognize unsafe driving practices, be aware of the general methods of preventing accidents, and identify safe practices for driving in various weather conditions.

Also Available:

- Defensive Driving-Backing Safely-R is for Reverse
- Defensive Driving-Basics (English and Spanish available)
- Defensive Driving-Changing Lanes Safely
- Defensive Driving-Driving Safely in School Zones
- Defensive Driving-Intersections
- Defensive Driving-Reducing Deer Related Accidents
- Defensive Driving-Reducing Springtime Weather Accidents
- Defensive Driving-Reducing Winter Weather Accidents
- Defensive Driving-Safe Following Distance
- Defensive Driving-Winter Weather Conditions

Determining the Root Cause of Accidents

Target Audience: Managers/Supervisors

Enhances the trainees skills in the techniques of accident investigation. Topics include: The Chain of Accident Causation; Accident Investigation Responsibilities; Steps Necessary to Investigating an Accident; Determining Accident Causes; and practice scenarios.

Disaster Planning

Target Audience: Employees



Our world is continuously challenged by a variety of different disastrous events that, whether natural or manmade, have a significant impact on people's lives and may strike with little to no warning; however, one thing people and organizations can do with a great deal of success is anticipate threats that may impact their lives and operations and develop contingencies to appropriately respond to potentially catastrophic events. This course emphasizes the importance of emergency preparedness, both in the workplace and at home. Additionally, it addresses the role that predicting, preparing, and planning all play in disaster safety.

Electric Cart Safety

Target Audience: Relevant Employees

Emphasizes important safety information for individuals that use an electric cart as a tool to manage their day-to-day responsibilities. Basic overviews are provided on becoming familiar with your cart, operating the cart, operating responsibilities, and violations. With a little care and responsibility cart operators applying these success keys can get through their day without incident.

Electrical Safety

Target Audience: Employees

Provides participants with information on the basics of electricity; including safe work practices and special environments.

Emergency Procedures

Target Audience: Employees

Safe work practices must be a priority every day. This course stresses the importance of both preparation and knowledge of procedure for emergency situations.

Employee & Family Disaster Preparedness

Target Audience: Employees

Organizations of all types must be prepared for natural and man-made disasters. It is essential for employees to be prepared at home so they may be available to fulfill their work-related responsibilities, as well as, their personal responsibilities. The intent of this program is to help employees be in a position to help the organization and others by having themselves and their families prepared in the event of a disaster.

Fire Extinguishers (Portable, 2-Part)

Target Audience: Employees

Provides a basic overview of the main causes of fire and the types of fire extinguishers that are designed to extinguish and control fires. Demonstrates how to utilize a portable fire extinguisher in accordance with Best Practices; provides a focus on personal safety; describes the sequence of events that must occur before a decision to use a fire extinguisher is made; and explains proper fire extinguisher use.

Fire Prevention Practices

Target Audience: Managers/Supervisors



Discusses fire prevention practices and procedures to take in the event of a fire. Topics include creating an Emergency Action Plan; maintaining your workspace in an orderly manner; refraining from the use of candles; proper storage of flammable materials; using electrical equipment responsibly; knowing what to do in the event of a fire; portable fire extinguishers; and fire protection and life safety systems.

Forklift Safety Basics For General Industry

Target Audience: Employees

Forklifts are powered industrial trucks that are used in almost all industries to move materials; however, these useful machines cause approximately 100 workplace fatalities and over 95,000 additional injuries annually. They can also cause damage to materials and property. The goal of this course is to explain how to minimize the likelihood of forklift-related accidents in the workplace by identifying basic forklift operation requirements and the rules that apply to driving forklifts. It describes the dangers associated with unsafe forklift use and discusses the elements of a daily forklift inspection.

General Safety Rules

Target Audience: Employees

Safe work practices must be a priority every day. This course discusses the rules for working safely and stresses the importance of never taking risks.

Hand And Power Tools

Target Audience: Employees

It is important for employees to understand that it is their responsibility to work safely. This training course reinforces the importance of using hand and power tools safely.

Hazard Communication

Target Audience: Managers/Supervisors

Defines the responsibilities of employers and employees as they relate to Hazard Communication; reviews and discusses typical hazards associated with chemicals; and provides an overview on how to understand the chemicals employees work with by reviewing Material Safety Data Sheets and container labels.

Hearing Protection

Target Audience: Employees

Noise is defined as an unpleasant or unwanted sound; however, it can be much more than that. Noise can be a severe health hazard, because exposure to loud noise over a prolonged period of time can cause loss of hearing or a permanent ringing sound in one's ear. This training course describes the hazards associated with high noise levels, identifies related responsibilities of both employees and employers, and describes the purpose of hearing tests. The various types of hearing protection devices are identified, and the process for selecting, fitting, using, caring for, and cleaning of those devices is reviewed.

Housekeeping

Target Audience: Employees

Good housekeeping is a term that describes the practice of keeping the workplace neat and orderly. This course stresses the importance of good housekeeping for more efficient job performance and decreasing accidents. Additionally, it discusses ways to maintain good housekeeping in all workplaces.

Ladder

Target Audience: Employees

Fall exposure that comes from improper ladder use can be avoided. This course discusses precautions that should be used when a ladder is in use.

Lockout Tagout

Target Audience: Employees

Lockout/tagout is a safety procedure for de-energizing, disconnecting, and shutting down power sources to equipment so that it can be maintained or repaired without hazard to the employees authorized to work on this equipment. This course discusses procedure associated with lockout/tagout.

Lunchroom Safety

Target Audience: Supervisors

During lunchtime and other student gathering times, it is important to properly supervise students. This course will provide information on how to do so. Additionally, this program will discuss lunchroom rules and procedures, both the legal and moral responsibilities of a supervisor, and how to handle different student injuries and emergency situations.

Machine Guarding

Target Audience: Employees

Provides information on the hazards associated with operating moving machinery and guides participants through scenarios to determine if common industrial machinery is properly/improperly guarded. Machinery discussed includes: Grinders, Saws, Power Presses and Conveyor Systems.

Means Of Egress - Keeping Your Exits Clear

Target Audience: Employees

Focuses awareness on the importance of exits within the workplace as a means of escape in the event of a life threatening event. Topics include defining "Means of Egress;" Exit Components; Exit Requirements; Factors Compromising the Means of Egress; and Safety and Compliance.

Office Workstation Safety

Target Audience: Managers/Supervisor

Provides participants with the correct information on how to work safely at a computer workstation. Topics include: workplace organization; maintaining neutral body positions; avoiding eyestrain; sustaining good physical condition; and exercises to stretch tired muscles.

Also Available:

Office Workstation Safety (Employees)

Personal Protective Equipment

Target Audience: Employees

Discusses the importance of utilizing Personal Protective Equipment (PPE); explains OSHA's requirements for access to and utilization of PPE; and explores the functions and use of common articles of PPE including: gloves, eye protection, head protection, hearing protection and respiratory protection.

Playground Safety Inspection Program

Target Audience: Childcare personnel, school officials, parks and recreation personnel, and any other employees or volunteers concerned with playground safety.

Playground inspection plays a key role in school districts providing safe, productive play environments and must be a priority every day. This program will review different types of playground equipment, ground protection, and other hazards routinely encountered on the playground.

Playground Safety Supervisor Training

Target Audience: Supervisors

Proper supervision of students on the playground plays a key role in school districts providing safe and productive play environments. These environments encourage a child's mental and physical development, thus, proper supervision must be a priority every day. The goal of this program is to provide information on how to properly supervise students during recess activities, discuss legal and moral responsibilities, and provide guidelines for handling playground injuries and emergency situations.

Preventing Back Injuries (English and Spanish Versions)

Target Audience: Employees

Describes the impact of back injuries, why they occur and the contributing factors that lead to back injuries. Discusses the measures that can be taken to prevent back injuries.

Recognizing And Identifying On-The-Job Hazards

Target Audience: Employees

There are many different types of hazards, including exertion, contact, and falling. The purpose of this program is to review various workplace hazards, some of the reasons these hazards are present, and employee risk.

Safe Following Distance - Avoiding Rear-End Collisions

Target Audience: Employees

Rear-end collisions are the most frequent type of crash event and they account for approximately 30.2% of all vehicular accidents; however, these types of collisions are preventable. The goal of this training course is to explain why rear-end collisions occur and what drivers can do to reduce their risk of being involved in rear-end collisions.

Safe Lifting Practices Safety Short

Target Audience: Employees



Proper lifting techniques are critical in reducing exposure to exertion injuries (from lifting, pulling, pushing, twisting, bending, and turning while handling materials), which account for approximately 30% of workplace-related injuries. This training program will define the safe lifting zone and discuss techniques to be used when lifting and handling materials.

Safety Pays For Life

Target Audience: Employees

A brief motivational program that emphasizes how working safely can actually "pay you for life."

School Hazard Identification Training Program

Target Audience: Employees

Familiarizing oneself with some of the hazards that affect school employees and students on a regular basis is a great way to help avoid some accidents. The intent of this program is to better protect staff and students from injury while at school by discussing life safety, fire protection, shops, studios, laboratories, kitchens, lunchrooms, outdoor areas, and playgrounds.

School Safety Strategies

Target Audience: Employees

To promote a productive learning environment, the safety of students, teachers, personnel, volunteers, guests, and administrators must be a priority every day. This 12-part series provides training related to common safety and security challenges that are present in the school setting. The goal of these programs is to heighten awareness of risk exposure at school and to explain how to effectively address hazards or prevent them from occurring.

- School Safety Strategies: Introduction
- School Safety Strategies: Bomb Threats
- School Safety Strategies: Classroom Doors
- School Safety Strategies: Emergency Phone Use
- School Safety Strategies: Emergency Supplies
- School Safety Strategies: Playground Security
- School Safety Strategies: School Intercoms
- School Safety Strategies: School Lockdown
- School Safety Strategies: Security Cameras
- School Safety Strategies: Security Gates
- School Safety Strategies: Shrub and Tree Control
- School Safety Strategies: Suspicious Mail
- School Safety Strategies: Visitor Management

Slips, Trips, and Falls Safety Training

Target Audience: Employees, Ambulance Drivers

One of the most common types of accidents at client sites is slip, trip, and fall accidents, many of which are caused by unsafe actions or work practices that can easily be corrected. This training program addresses ways to avoid this type of accident.



helping *you* make risk management simple.

Strain & Exertion Exposures

Target Audience: Employees

Explores the contributing factors of strain and exertion injuries; how to identify potential strain and exertion related tasks; and how to implement corrective actions to minimize exertion related injuries. Includes practice scenarios in which participants identify strain and exertion exposures and offer solutions for minimization.

Temporary Staffing Employee Safety Orientation (English And Spanish Versions)

Target Audience: Employees

It is important for employees to understand that it is their responsibility to work safely. This training course reinforces the importance of observing safe work practices, reviews general safety rules and practices, and discusses what should be done in case of accident or injury.

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