CONSULTANT SERVICES

Regional Safety Services has contracted with several companies to provide expanded services through CoSER 698.110.

**Advantage Emergency Devices**
AED service and inspections. CPR/AED Training.

**AF Investigations**
Private investigative services.

**Anonymous Alerts**
Patented anti-bullying and safety-reporting app.

**Corporate Screening and Investigative Services Group**
Private investigative Services.

**CPRed**
American Heart

November 2018

SNAPSHOT ON SAFETY

**Threat Assessment**

On November 5, Regional Safety Services hosted our second Threat Assessment Workshop. Speakers Frank Guglieri and Sgt. Amery Bernhardt of the Westchester County Police Department addressed the workshop, which was well attended by both representatives from law enforcement and schools.

Sgt. Bernhardt and Mr. Guglieri provided the participants with the rationale behind threat assessment. In light of the increase in gun violence in our schools, Threat assessment gives us tools to work toward prevention. Threat Assessment can help us address concerning behaviors before they escalate, and it can support staff and students with healthy coping strategies.

The speakers gave statistics regarding violence in schools and outside of schools and provided attendees with the comforting fact that, despite the headlines, schools are still the safest places in the U.S.

Sgt. Bernhardt and Mr. Guglieri focused on the Dewey Cornell and Deisinger models of threat assessment and walked the participants through examples from each. The bottom line is that schools should have threat assessment teams at the district and building levels. These teams should use formal processes and procedures to ensure that the assessments are professional, consistent and repeatable. Actions taken as a
Facilities Inspection Services
Fire inspections, preliminary fire inspections, fire safety.

Foley Security Consulting
Security guard training and certification, educational safety consultations and private investigations.

Fred Lane
Speaker and expert on the impact of emerging technologies on society, with an emphasis on privacy and cyber traps.

Hang Up and Drive
Powerful program about the dangers of distracted driving.

Louis Berger US, Inc.
Industrial hygiene / IAQ / environmental testing services.

Miller Environmental Group
Environmental and chemical management services.

OmniWeather
Severe weather alerts; either annually or winter storm season.

Playground Medic
Inspections and audits on your playground surfaces, equipment and design.

QuEST Environmental
OSHA training programs, environmental testing and response.

result of these assessments need to be recorded. While NYS does not as yet have guidance codifications, threat assessment records should be maintained in a separate secure file.

For more information, call our office for assistance with the process. 914-248-3692.

Sexual Harassment Prevention Training

Every employer in the State of New York is required to adopt a sexual harassment prevention policy pursuant to Section 201-g of the Labor Law. School Districts must adopt a policy that meets or exceeds the following minimum standards.

The policy must:

1. Prohibit sexual harassment consistent with guidance issued by the Department of Labor in consultation with the Division of Human Rights;

2. Provide examples of prohibited conduct that would constitute unlawful sexual harassment;

3. Include information concerning the federal and state statutory provisions concerning sexual harassment, remedies available to victims of sexual harassment, and a statement that there may be applicable local laws;

4. Include a complaint form;

5. Include a procedure for the timely and confidential investigation of complaints that ensures due process for all parties;

6. Inform employees of their rights of redress and all available forums for adjudicating sexual
harassment complaints administratively and judicially;

7. Clearly state that sexual harassment is considered a form of employee misconduct and that sanctions will be enforced against individuals engaging in sexual harassment and against supervisory and managerial personnel who knowingly allow such behavior to continue; and

8. Clearly state that retaliation against individuals who complain of sexual harassment or who testify or assist in any investigation or proceeding involving sexual harassment is unlawful.

Employers must provide each employee with a copy of its policy in writing. Employers should provide employees with the policy in the language spoken by their employees.

Every employer in New York State is required to provide employees with sexual harassment prevention training. An employer that does not use the model training developed by the Department of Labor and Division of Human Rights must ensure that the training that they use meets or exceeds the following minimum standards. Model training materials are available to employers to download.

The training must:

- Be interactive
- Include an explanation of sexual harassment consistent with guidance issued by the Department of Labor in consultation with the Division of Human Rights
- Include examples of conduct that would constitute unlawful sexual harassment
- Include information concerning the federal and state statutory provisions concerning sexual harassment and remedies available to victims of sexual harassment
- Include information concerning employees' rights of redress and all available forums for adjudicating complaints
- Include information addressing conduct by supervisors and any additional responsibilities for such supervisors

The law states that as of October 9, 2018, each employee must receive training on an annual basis.
Top 15 Fire Violations for 2018

1. Blocked or restricted means of egress - furniture, desks, and security stations
2. Classroom corridor doors improperly chocked open
3. Emergency/exit lights not working
4. Storage in boiler room, electrical-mechanical rooms and elevator machine rooms
5. Rescue windows blocked or not marked
6. Storage is excessive or too high in rooms
7. Fire extinguishers have expired tags
8. Kitchen hood extinguishers not wired to alarm
9. Inadequate clearance around electrical panels
10. Daisy chained extension cords
11. Excessive classroom and corridor decorations
12. Use of string lights in classrooms
13. Open electrical junction boxes and breaker spaces
14. Electrical room doors and disconnects are not marked
15. Documentation of system inspections not available

This is provided as a courtesy from Ed Braddock of Fire Inspection Services, one of our consultants.
Sgt. Amery Bernhardt will provide Civilian Response to Active Shooter Events (CRASE) course. This course is designed and built on the Avoid, Deny, Defend (ADD) strategy developed by ALERRT in 2004. It provides strategies, guidance, and a proven plan for surviving an active shooter event. Topics include the history and prevalence of active shooter events, civilian response options, medical issues, and considerations for conducting drills.

Chemical Management Training
December 17, 2018 8:00 am. to 3:00 pm.

This day-long course will address the concerns regarding chemical management in schools. We will explore the challenges to maintaining chemical inventories and safety data sheets along with best practices for training staff and students in chemical and lab safety. Guest speakers will include a representative from NYSIR to speak from the insurance perspective and Noel Russ of Miller Environmental Group to speak about waste management. The program is essential for anyone who uses laboratory chemicals; science department chair people; building administrators; and Chemical Hygiene Officers.

All conference and workshop registration is through MyLearningPlan. Please call 914-248-3692 if you have questions.