

*great* academy<sup>SM</sup>  
online learning



  
**GREATAMERICAN**  
INSURANCE GROUP

Specialty Human Services

**ABUSE, BULLYING and HARRASSMENT (General)**

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## ABUSE, BULLYING and HARRASSMENT (General)

### Meet SAM

#### 25 – 45 min – Employees and High Access Volunteers

Sam molests children. Hear him tell how he gets away with it.

Participants learn:

- The three types of offenders
- The three things offenders need in order to offend
- The types of boundaries offenders often violate

### It Happened to Me

#### 25 – 45 min – Employees and High Access Volunteers

Anger. Failing grades. Depression. These are just some of the effects of sexual abuse.

Participants learn:

- The long-term effects of abuse
- Which children are most vulnerable to abuse
- Why children don't report abuse
- What to do if a child discloses abuse

### Duty to Report: Mandated Reporter

#### 25 – 45 min – All Employees and Volunteers

Adults have a moral responsibility—and in many cases a legal responsibility—to report suspected child abuse or neglect.

Participants learn:

- Why reporting is critical
- What their legal obligation is to report
- What types of conduct must be reported
- How to report
- How to respond if a child discloses abuse or neglect

### Abuse Risk Management for Volunteers

#### 25 – 45 min – Low Access Volunteers

Volunteers give their precious time to their organization to serve others. They need to know how to protect those they serve from abuse.

Participants learn:

- The facts about sexual abuse
- Steps they can take to keep kids safe
- How to protect themselves from false allegations of abuse

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## ABUSE, BULLYING and HARRASSMENT (General), continued

### Preventing Sexual Activity between Young Children

#### 25 – 45 min – Employees and Volunteers Protecting Young Children

Statistics show that incidents of sexual acting out between children have increased 300% in recent years.

Participants learn:

- How – and where – sexual activity between children typically occurs
- Steps to prevent sexual activity between children
- How to respond if sexual activity between children occurs

### Preventing Sexual Activity between Adolescents

#### 25 – 45 min – Employees and Volunteers Protecting Adolescents

When adolescents bully or act out sexually with one another, these behaviors not only violate policy, they can become abusive.

Participants learn:

- What peer pressure and bullying can do to influence sexual behavior in adolescents
- Where sexual behavior between adolescents is likely to occur
- Steps they can take to prevent sexual activity between adolescents
- How to respond if sexual activity between adolescents occurs

### Social Media

#### 25 – 45 min – Employees and High Access Volunteers

Social media increases opportunities for sexual abusers to communicate with their intended victims.

Participants learn:

- The different types of abuse risks that organizations face
- How to educate parents and youths on healthy social media use
- How to protect themselves from false allegations of abuse
- How to respond to warning signs and incidents of abuse

### Preventing Bullying

#### 25 – 45 min – Employees and High Access Volunteers

Bullying, in some way, is a part of everybody's childhood memories. However, the severity of recent bullying incidents has shown that bullying can no longer be a "normal" part of growing up.

Participants learn:

- What bullying is
- How bullying happens
- The impact of bullying
- What they can do to stop bullying
- What to do if they are a supervisor

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## ABUSE, BULLYING and HARRASSMENT (General), continued

### Abuse Prevention Refresher

#### 25 – 45 min – Employees and High Access Volunteers

Once employees and volunteers know the basics about preventing abuse in their organization, it's time for real- life application.

Participants learn:

- The importance of acting on warning signs, and how to do so
- How to keep themselves and co-workers safe from false allegations
- How to apply their knowledge to real-life scenarios

### Athlete Protection

#### 25 – 45 min – Coaches and Others Protecting Athletes

This course teaches coaches and other adults who work in youth sports how to keep athletes safe.

Participants learn:

- Types of offenders and how they operate
- Scope and effects of abuse in sports and how to maintain a healthy coach-athlete relationship
- High-risk situations and how to manage them
- How to report abuse and red-flag behaviors
- How to protect against false allegations of abuse

### Preventing Elder Abuse & Neglect

#### 25 – 45 min – Employees and Volunteers Protecting Elders

It's hard to believe that anyone would hurt the elderly. Fortunately, federal and state laws and regulations help protect vulnerable adults from abuse.

Participants learn:

- Facts about abuse and neglect
- How to recognize risk factors, warning signs, and red-flag behaviors
- Steps to take to keep residents safe
- Steps to protect care givers from false allegations
- Steps administrators can take to prevent abuse and neglect

### Recognizing Abuse & Exploitation in Elder-Serving Programs

#### 25 – 45 min – Employees and Volunteers Protecting Elders

As an employee or volunteer with an elder-serving program, you provide a valuable service to those in your care.

Participants learn:

- Types of elder abuse and exploitation
- How to recognize the risk factors and warning signs of abuse and exploitation
- How to establish good relationships and provide appropriate care to the elderly
- How to protect oneself from false allegations of abuse and exploitation
- How to report suspected abuse, neglect, and exploitation

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## ABUSE, BULLYING and HARRASSMENT (General), continued

### Preventing Abuse Against Adults with Disabilities

#### 25 – 45 min – Employees and Volunteers Protecting Adults with Disabilities

Providing care to people with disabilities is rewarding and challenging work. However, some caregivers psychologically abuse, physically abuse, steal from those they care for, and some even sexually abuse people in their care.

Participants learn:

- Facts about abuse of people with disabilities
- Characteristics of potential victims
- Awareness of potential abusers and high- risk environments
- Steps to keep clients safe
- How to prevent false allegations

### Mandated Reporting for California Child Care Personnel

#### 25 – 45 min – Childcare Employees and Volunteers in California

This course provides an overview of the significant definitions, requirements, and protections of the California Child Abuse & Neglect Reporting Act (CANRA). Approved by the State of California Department of Social Services, this course meets the training requirements added to Health and Safety Code Section 1596.8662 by Assembly Bill 1207.

Participants learn:

- What the law requires of you as a mandated reporter
- How to spot indicators of possible child abuse or neglect
- How to talk to children about suspected abuse
- How to make a report
- What happens after a report is filed
- Special issues related to child abuse reporting for childcare providers

### Behavior Management

#### 25 – 45 min – Teachers, Counselors and Caregivers

Teachers, counselors, and caregivers face a daily challenge of influencing and responding to the behavior of the youths in their care. By using basic techniques to teach appropriate behaviors and eliminate negative behaviors, adults can create a positive, productive environment in the organization.

Participants learn:

- Behavior management basics
- What to do when nothing else works
- How to determine if a youth should be removed from the program
- Tips for self-management

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## ABUSE, BULLYING and HARRASSMENT (General), continued

### Preventing Sexual Harassment: Employee Edition

**25 – 45 min – All Employees**

All employees want to work in an environment free of sexual harassment.

Participants learn:

- How to recognize different types of harassment
- How to determine if a situation is or is not sexual harassment
- How to prevent and respond to sexual harassment

## AQUATICS

### Aquatic Safety – Distracted Lifeguarding

**3 min - Lifeguards**

Lifeguards must train themselves to stay focused and respond immediately to any aquatic event. Here are eight tips to make the “Safe Play” when it comes to staying focused while on duty.

### GREATguard<sup>SM</sup> Series

**Times to complete each level range from 50min – 1hr 30 min – Lifeguards, Aquatic Directors, Branch Directors**

- GREATguard<sup>SM</sup> Level 1: Lifeguard Wellness, Preparation, Drowning 101, Surveillance
- GREATguard<sup>SM</sup> Level 2: Rotations, Distractions, Investigating, Hesitation + Decision Making
- GREATguard<sup>SM</sup> Level 3: EAPs, Critical Skill Review, Drowning Contributing Factors
- GREATleader<sup>SM</sup> Level 1: Improving Lifeguard Performance / Coaching + Leadership Role
- GREATleader<sup>SM</sup> Level 2: Zone Certification / Staffing
- GREATleader<sup>SM</sup> Level 3: Inservice / Auditing / Documentation
- Executive Leadership in Aquatics Training

### Athlete Protection: Swim Edition

**25 – 45 min – Coaches, Lifeguards, and Others Protecting Swimmers**

This course teaches coaches and other adults who work with youths in swim clubs and organizations how to keep athletes safe.

Participants learn:

- Types of offenders and how they operate
- Scope and effects of abuse in sports and how to maintain a healthy coach-athlete relationship
- High-risk situations and how to manage them
- How to report abuse and red-flag behaviors
- How to protect against false allegations of abuse

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### Summer Camps – Adopting a Culture of Safety

#### 3 min – Camp Counselors

Welcome to camp! We look forward to having you as a camp counselor this summer and to make the most out of camp this year, it is important to adopt a culture of safety. Here are ten ways make sure safety becomes a part of your routine.

### Summer Camps – Golf Carts and Similar Vehicles

#### 3 min – Cart Operators at Camps

From moving equipment to keeping grounds maintained and transporting campers, golf carts and similar vehicles are used in a variety of ways. Golf carts can also be extremely dangerous when used in an unsafe manner. Here are 9 tips to make the Safe Play when it comes to golf cart safety.

CAMP SAFETY, continued

### Keeping Your Camp Safe

#### 25 – 45 min – Counselors and Others Protecting Campers

Camp can be a wonderful experience for kids – but not if they are abused by a counselor or a peer.

Participants learn:

- Abuse risks at a residential camp
- Six locations where abuse is most likely to happen at a residential camp
- How all employees and volunteers can make a difference

### A Day at Day Camp

#### 25 – 45 min – Counselors and Others Protecting Swimmers

This course spotlights various activities and associated risks in a typical day at camp.

Participants learn:

- How to keep day campers safe from sexual abuse
- How to protect themselves from false allegations of abuse
- How to identify and manage high-risk situations at day camp
- What to do if they see something suspicious or inappropriate

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## CHURCH SAFETY

### Keeping Your Church Safe

#### 25 – 45 min – Employees and Volunteers Protecting Parishioners

Church staff are entrusted to protect their congregants.

Participants learn:

- Five specific actions to keep children safe
- The importance of keeping a watchful eye
- What to do in the case of suspicious behaviors
- How to respond to inappropriate behavior

### Preventing Abuse & Exploitation in Pastoral Ministry

#### 25 – 45 min – Pastors

When a pastoral relationship becomes sexualized or exploitative, it is harmful to the individuals involved, their families, and to the people in the church.

Participants learn:

- Effects of sexual abuse and exploitation
- Factors that contribute to abuse and exploitation
- Types of offenders
- Red flags in abuse and exploitation
- How to prevent and respond to abuse and exploitation

## DRIVER SAFETY

### Distracted Driving I

#### 10 – 15 min – Drivers

This course will help drivers:

- Identify different types of distractions while driving
- Become aware of company policy regarding distracted driving
- Avoid common distractions

### Distracted Driving II – More Than Just the Cell Phone

#### 10 min – Drivers

This course will help drivers:

- Keep aware of their surroundings and staying focused on driving
- Understand how to avoid conversations that take their eyes of the road
- Minimize eating and personal needs before getting in the wheel

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## DRIVER SAFETY, continued

### Intersection Collisions

#### 10 min – Drivers

This course will help drivers:

- Minimize distractions when approaching an intersection
- Slow down and being prepared to stop
- Follow the rule of who has “the right of way”
- Check for on-coming traffic and pedestrians before going through an intersection

### Rules of the Road

#### 10 min – Drivers

This course will help drivers:

- Follow the rules
- Use their turn signals in advance
- Never assume they have the right of way
- Move the right for emergency vehicles

### Van Operators

#### 10 min – Drivers who Operate Passenger Vans

This course will help drivers:

- Scan the area for pedestrians, bicycles, and children before leaving
- Checking vehicle height for sufficient clearance
- Driving cautiously
- Wheelchair operation

DRIVER SAFETY, continued

### 15 or Fewer Passenger Van Driver Safety

#### 20 min – Drivers who Operate Passenger Vans

Many employers, churches, schools, and other groups transport people in passenger vans that can hold up to 15 people, including the driver. Vans size and unique characteristics can pose risks to inexperienced drivers, as well as to vehicles and pedestrians around them.

This course helps drivers:

- Identify the hazards of driving passenger vans
- Identify required practices before driving passenger vans
- Identify safe practices while driving passenger vans

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### Getting Your Board on Board

#### 25 – 45 min – Board Members

As a member of the Board of Directors, the ultimate responsibility for the protection of children in your organization rests with you. You establish policy, monitor compliance with policy, allocate resources for safety, and by your very presence, vouch that your organization is a safe place for children.

Participants learn:

- Effects of abuse
- Types of offenders
- Programs at high risk
- Five steps board members can take to increase safety

### Bloodborne Pathogens

#### 25 – 45 min – All Employees and Volunteers

Bloodborne pathogens cause diseases that are difficult to treat and cannot be cured. That is why it is so important to know how to reduce the risk of contracting a bloodborne disease.

Participants learn:

- What bloodborne pathogens are
- Standards businesses must follow
- How bloodborne pathogens might enter one's body
- Common exposures that could occur at an organization
- The three most common diseases caused by bloodborne pathogens
- How to protect themselves from bloodborne pathogens
- What to do if they are exposed to bloodborne pathogens

### Supervising for a Positive Work Environment

#### 25 – 45 min – Supervisors

Supervisors play an important role in complying with employment laws and encouraging a positive workplace environment.

Participants learn:

- What constitutes workplace discrimination, harassment, and retaliation
- What the law requires of supervisors to prevent, stop, and respond to discrimination, harassment, and retaliation
- What supervisors should do if they are accused of discrimination, harassment, or retaliation

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### Fire Safety

#### 25 – 30 min – All Employees

Fires are one of the most common emergencies to contend with in workplaces and can be one of the most harmful if not dealt with properly. This course will give employees the knowledge to safely react and respond to a fire emergency in their workplace.

Participants learn:

- Your responsibilities in a fire emergency
- How to identify different alarm signals
- Evacuation routes and procedures
- Fire extinguisher use

### Fire Safety: Evacuation and Procedures

#### 5 min – All Employees

This course is a segment of the Fire Safety course, intended for employees who are required to understand their responsibilities in a fire emergency. The focus is on evacuation and procedure during a fire emergency.

## SCHOOL SAFETY

### Keeping Your School Safe

#### 25 – 45 min – Teachers and Others Protecting Students

Parents send their children to school to have fun, meet challenges, make friends, practice skills, and learn. They also expect them to be safe.

Participants learn:

- When, where, and by whom child abuse is most likely to occur at school
- Specific steps to take to keep children safe at school
- How to prevent false allegations of abuse

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## ABUSE, BULLYING and HARRASSMENT (General)

Meet SAM

It Happened to Me

Duty to Report: Mandated Reporter

Abuse Risk Management for Volunteers

Preventing Sexual Activity Between Young Children

Preventing Sexual Activity between Adolescents

Social Media

Preventing Bullying

Abuse Prevention Refresher

Athlete Protection

Preventing Elder Abuse & Neglect

Recognizing Abuse & Exploitation in Elder-Serving Programs

Preventing Abuse Against Adults with Disabilities

Mandated Reporting for California Child Care Personnel

Behavior Management

Preventing Sexual Harassment: Employee Edition

## AQUATICS

Aquatic Safety – Distracted Lifeguarding

GREATguard<sup>SM</sup> Series

Athlete Protection: Swim Edition

## CAMP SAFETY

Summer Camps – Adopting a Culture of Safety

Summer Camps – Golf Carts and Similar Vehicles

Keeping Your Camp Safe

A Day at Day Camp

## CHURCH SAFETY

Keeping Your Church Safe

Preventing Abuse & Exploitation in Pastoral Ministry

## DRIVER SAFETY

Distracted Driving I

Distracted Driving II

Intersection Collisions

Rules of the Road

Passenger Van Safety

15 or Fewer Passenger Van Driver Safety

## GENERAL SAFETY

Getting Your Board on Board

Bloodborne Pathogens

Supervising for a Positive Work Environment

## PREMISES SAFETY

Fire Safety

Fire Safety: Evacuation and Procedures

## SCHOOL SAFETY

Keeping Your School Safe