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online learning



  
**GREATAMERICAN**®  
INSURANCE GROUP

Specialty Human Services

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

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- GREATleader<sup>SM</sup> Level 1: Improving Lifeguard Performance / Coaching + Leadership Role
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## ABUSE, BULLYING and HARRASSMENT (General)

### Meet SAM

#### 25 – 45 minutes – 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 minutes – 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 minutes – 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 minutes – 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

### 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

## ABUSE, BULLYING and HARRASSMENT (General)

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Behavior Management

Preventing Sexual Harassment: Employee Edition\*

COVID-19 and Maintaining Safety in Virtually-Facilitated

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

### Preventing Sexual Activity between Adolescents

#### 25 – 45 minutes – 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 minutes – 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 in Youth Organizations

#### 25 – 45 minutes – 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

### Abuse Prevention Refresher

#### 25 – 45 minutes – 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

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

### Athlete Protection

#### 25 – 45 minutes – 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 minutes – 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 minutes – 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

### Preventing Abuse Against Adults with Disabilities

#### 25 – 45 minutes – 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

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

### Mandated Reporting for California Child Care Personnel

#### 25 – 45 minutes – 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 minutes – 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

### Preventing Sexual Harassment: Employee Edition\*

#### 25 – 45 minutes – 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

*\*CA, IL and NY compliant versions also available*

### COVID-19 and Maintaining Safety in Virtually-Facilitated Programs

#### 30 minutes

Due to COVID-19, more organizations are providing virtually-facilitated programming than ever. This course will empower you to prevent abuse at your organization by helping you to understand the problem, learn how offenders operate, provide guidelines for boundaries in virtual programming, assist with providing information to youths and parents/guardians, and explain how to respond to inappropriate behaviors or suspicion of abuse.

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

### Keeping Your YMCA Safe – Provided by Praesidium

#### 25 – 45 minutes

Ys build strong kids, strong families, and strong communities. But to do so, your employees must have the skills and knowledge to keep those in your care safe from offenders.

Participants will learn:

- Six potentially dangerous situations at Ys
- When, where and by whom child abuse is most likely to occur
- Four steps to take to keep

### Preventing Bullying

#### 2 minutes – Employees and High Access Volunteers

Bullying is becoming more and more common across many youth organizations. Whether it is physical abuse, mental abuse, or cyberbullying, follow these “Safe Play” facts to help reduce the chances of an event occurring at your organization.

## AQUATICS

### Aquatic Safety – Distracted Lifeguarding

#### 3 minutes – 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 50 minutes – 1hr 30 minutes – 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 minutes – 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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## CAMP SAFETY

### Preventing Bullying at Camp

#### 3 minutes – Employees, Camp Counselors, and High Access Volunteers

Camp can be a great way for kids to make friends and enjoy the outdoors this summer. However, bullying has become widespread in the United States and up to 20% of high schoolers reported being bullied at school last year. Follow these 5 steps to minimize bullying at your camp.

### Summer Camps – Adopting a Culture of Safety

#### 3 minutes – 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 minutes – 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.

### Keeping Your Camp Safe

#### 25 – 45 minutes – 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 minutes – 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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## CAMP SAFETY, continued

### GREATcamp ALIVE Water Smart Camp Counselor – 1 hour

- Learn about a camp counselors role at the pool. Including:
- Acknowledging the risk associated with aquatic activities
- Layer with smart circles of safety - Take a look at the outer circles of Awareness and response and the inner circles of Mindset, Skillset, and Toolset
- Intentional Approach - The problem with making assumptions
- Vigilant Supervision
- Expect and Respond
- GREAT Swim Instructors Level 101: Safety Considerations and Teaching Tips and Strategies
- GREAT Swim Instructors Level 102: Drowning, Emergency Equipment, and Water Related First Aid

### Archery Range Safety

#### 1 minute 30 seconds – Camp Counselors

It is important to recognize that safety should remain the number one priority while at the archery range. Fortunately, if you take the appropriate precautions and follow established policies and procedures, most serious losses are controllable. Follow these 7 tips to make the safe play on the range.

### Outdoor Archer Safety

#### 2 minutes – Camp Counselors

Summer camp is for making fun memories and learning new skills such as archery. While on the range, safety should be the culture every archer adopts. Follow these 10 tips to make the safe play when it comes to archer safety.

### Sun Safety

#### 3 minutes – Camp Counselors

Summer camp can provide ample opportunity to enjoy the outdoors. Too much exposure to ultraviolet (UV) light from the sun, however, can cause skin cancer. Fortunately, it is possible to be outside while taking steps to help avoid dangerous exposure levels to UV light.

### Helping Prevent Food Poisoning at Camp

#### 3 min – Camp Counselors

Food poisoning can not only ruin camp for participants, but it can also lead to deadly consequences. Luckily, it is preventable by maintaining a healthy kitchen environment. Help prevent food poisoning at your camp by following these 6 “Safe Play” Steps.

## CHURCH SAFETY

### Keeping Your Church Safe

#### 25 – 45 minutes – 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

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## CHURCH SAFETY, continued

### Preventing Abuse & Exploitation in Pastoral Ministry

#### 25 – 45 minutes – 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

## CYBER

### Data Protection for Industry and Business

#### 19 minutes – All Employees

Companies rely on a significant amount of digital data in order to function, and the security of that data can be vital. Emails, documents, and even communications through social media can put a company at risk in unexpected ways. Because there is so much data, and because it's difficult to specifically predict what data is sensitive and how it could be harmful, it is best to have some general data protection methods in place. This course is designed to provide workers with recommended procedures for protecting company data, including the creation of secure passwords and strategies for avoiding social engineering and phishing attacks. This course is designed for all workers in any industry.

## DRIVER SAFETY

### Distracted Driving I

#### 10 – 15 minutes – 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 minutes – 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 off the road
- Minimize eating and personal needs before getting in the wheel

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## DRIVER SAFETY, continued

### Intersection Collisions

#### 10 minutes – 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 minutes – 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 minutes – 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

### 15 or Fewer Passenger Van Driver Safety

#### 20 minutes – 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

## EMPLOYEE DEVELOPMENT

### Diversity and Inclusion in the Workplace

#### 40 minutes – All Employees

Diversity and inclusion play important roles in the modern workplace. Employers with diverse and inclusive workforces see increased productivity and customer satisfaction. Employees at these organizations generally earn more money, feel more valued, and are comfortable disagreeing with colleagues. Employees who complete this course should be able to identify the definitions of diversity and inclusion, why they are important in the workplace, and what U.S. laws are in place to ensure diversity and inclusion. They should also be able to identify methods you can use to be inclusive in the workplace. This course is presented in English and Spanish.

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### Establishing Continuity of Operations

#### 17 minutes - Risk Managers, Safety Managers, or Project Managers

Participants learn about the following concepts:

- Asses how the organization functions
- Identify suppliers, shippers, resources, and other businesses the company interacts with daily.
- Plan what course of action to take if the building, facility, or store is not accessible.
- Planning for payroll continuity.
- Coordinating Resources.
- Review of emergency plans.

## GENERAL SAFETY

### Getting Your Board on Board

#### 25 – 45 minutes – 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 minutes – 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

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## GENERAL SAFETY, continued

### Supervising for a Positive Work Environment

#### 25 – 45 minutes – 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

### Hazard Communications

#### 40 minutes

The training covers:

- What is a hazardous chemical?
- How hazardous chemicals affect the body
- Different types of hazardous chemicals
- Understanding product labels and pictograms
- Understanding data safety sheets
- Protecting yourself from hazardous chemicals

### Third Party Risk Transfer

#### 17 minutes

This training is intended for risk managers, safety managers and officers. The course covers:

- Why Risk Transfer is Needed
- What is Risk Transfer
- Best Practices for Risk Transfer

### Planning For Special Events – Provided by Great American

#### 25 minutes

This course is designed for Risk Managers and those involved in planning events such as officers and project managers.

Discussion topics include:

- Case studies from past events
- Best practices for managing special events
- Planning resources

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### Active Shooter – Run/Hide/Fight

#### 15 minutes – All Employees

Active shooter incidents have become a growing source of concern in recent years. By their nature these situations are unpredictable and chaotic, making it difficult for employers to prepare. Even though the odds of an active shooter event occurring in the workplace are low, fears about these situations can lower employee morale and create anxiety and uncertainty for your staff. The Department of Homeland Security (DHS) and the Federal Emergency Management Agency (FEMA) recommend active shooter training for all employees to help counter these fears, and to reinforce a “whole community” approach to preventing and responding to workplace violence. Training helps employees feel prepared and empowered to respond quickly if an active shooter situation occurs on the job. This course is designed to help learners in any industry recognize recommended actions to take during an active shooter event, as well as common secondary concerns such as providing first aid for common injuries and communicating with emergency responders. This course focuses on the Run, Hide, Fight program for reacting to an active shooter situation. While Run, Hide, Fight is a good set of guidelines for active, healthy adults, it may not be suitable for all people in all situations. SafetySkills assumes no liability for any injuries or damage that could occur while attempting these techniques. This course is presented in English, Spanish, and Polish.

### Preventing Slips Trips and Falls

#### 12 minutes – All Employees

Participants learn:

- Why are Slips, Trips & Falls a Concern?
- Most Common Causes
- Best Practices for Controlling Exposures

### Preventing Slips, Trips, & Falls During Winter Weather

#### 3 minutes – All Employees

Snow can be a beautiful part of winter, but it can also be dangerous. Protect your community members by following these safe steps on preventing slips, trips & falls during winter weather.

### Special Event Planning

#### 20 minutes – Risk Managers, Safety Managers, and Project Managers

Participants learn:

- Case Studies from past events
- Best practices for managing special events.
- Planning resources

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### Fire Safety

#### 25 – 30 minutes – 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.

### Emergency Response

#### 24 minutes

Unexpected emergencies can happen anytime, anyplace. While we can't control when and where life-threatening emergencies happen, being prepared can minimize property damage and will greatly reduce the chances of serious injuries or death. This course will teach the average employee the basics of what they should do in case of an emergency in the workplace.

### Playground Planning

#### 50 minutes

This training gives an overview of best practices to manage the risks of choosing building materials and operating a playground on your premises. Topics include:

- The history of playgrounds and playground safety standards
- Standards of care
- Design, selection and installation issues
- Injury and claims information
- Common hazards and maintenance issues
- Record keeping

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### 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

## YOUTH SPORTS

### Concussions in Youth Sports (A NAYS Training)

#### 40 minutes

This course covers:

- What is a concussion?
- How to recognize the signs and symptoms associated with concussions.
- Keys to minimizing the risk of young athletes sustaining concussions.
- Steps for dealing with a suspected concussion.
- When it's safe to allow a player who has suffered a concussion to return to play; and the steps to recovery.

The information presented in this publication is intended to provide guidance and is not intended as a legal interpretation of any federal, state or local laws, rules or regulations applicable to your business. The loss prevention information provided is intended only to assist policyholders in the management of potential loss producing conditions involving their premises and/or operations based on generally accepted safe practices. In providing such information, Great American does not warrant that all potential hazards or conditions have been evaluated or can be controlled. It is not intended as an offer to write insurance for such conditions or exposures. The liability of Great American Insurance Company and its affiliated insurers is limited to the terms, limits and conditions of the insurance policies underwritten by any of them. Great American reserves the right, at its discretion, to change, modify, add, delete, or remove portions of, these courses at any time. © 2023 Great American Insurance Company, 301 E. Fourth St., Cincinnati, OH 45202. 5674- SHS (03/23)

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Intersection Collisions  
Rules of the Road  
Van Operators  
15 or Fewer Passenger Van Driver Safety

## EMPLOYEE DEVELOPMENT

Diversity and Inclusion in the Workplace  
Establishing Continuity of Operations

## GENERAL SAFETY

Getting Your Board on Board  
Bloodborne Pathogens  
Supervising for a Positive Work Environment  
Hazard Communications  
Third Party Risk Transfer  
Planning For Special Events – Provided by Great American  
Active Shooter – Run/Hide/Fight  
Preventing Slips Trips and Falls  
Preventing Slips, Trips, & Falls During Winter Weather  
Special Event Planning

## PREMISES SAFETY

Fire Safety  
Fire Safety: Evacuation and Procedures  
Emergency Response  
Playground Planning

## SCHOOL SAFETY

Keeping Your School Safe

## YOUTH SPORTS

Concussions in Youth Sports (A NAYS Training)