



My Risk Solutions On Demand Training Catalog



Your membership grants you access to the following educational resources, all of which can be accessed through www.npip.org.

Online Trainings in My Risk Solutions

- Promoting Child Safe Environments
- Smarter, Better Safety – Distracted Driving Prevention
- Smarter, Better Safety – Sleep Deprivation
- Risks and Solutions: Preventing Sexual Harassment
- Risks and Solutions: Preventing Age Discrimination
- Risks and Solutions: Preventing Disability Discrimination
- Risks and Solutions: Preventing Gender Discrimination
- Risks and Solutions: Preventing National Origin Discrimination
- Risks and Solutions: Preventing Race and Color Discrimination
- Risks and Solutions: Preventing Religious Discrimination
- Risks and Solutions: Preventing Pregnancy Discrimination
- Risks and Solutions: Preventing Wrongful Termination
- Risks and Solutions: Sports-Related Brain and Spinal Injuries

Questions? Contact your Clear Risk Solutions risk manager, or Patti Ferguson at 800.407.2027 / pferguson@chooseclear.com

Promoting Child Safe Environments

Promoting Child Safe Environments trains employees, volunteers, and other workplace participants about child sexual abuse and how trainees can help be part of the solution.

Trainees will learn:

- The definitions, types, acts, and harm of child abuse
- Victims and targets of child sexual abuse
- How to recognize the signs of child sexual abuse
- Why victims of child sexual abuse do not report sexual abuse
- Who commits child sexual abuse, and where and when it can occur
- Signs of child sexual abuse perpetrators
- How perpetrators groom targets, caretakers, and communities
- What to do if child sexual abuse is experienced or witnessed
- How workplace participants can help prevent sexual harassment

Risks and subjects covered:

- What constitutes child sexual abuse: including identifying the physical and emotional signs of child sexual abuse.
- Child safety risks: the types of conduct that create unsafe child environments; children that perpetrators target; grooming techniques of perpetrators, including the use of alcohol, drugs, and porn; and the harm of child sexual abuse to victims, families, employers, and society.
- Risks of improper online behavior: including using the Internet to groom targets and the harms of child pornography.
- Creating and maintaining child safe environments: including following policies and procedures; online, physical, emotional, and communication boundaries with children and how to report child sexual abuse.

Audience	All employees
Length	13-30 minutes per lesson
Language	English
Testing	Yes. Includes a survey of five to ten questions.
Certificate of Completion	Yes
Closed Captioning	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Smarter, Better Safety – Distracted Driving Prevention

Smarter, Better Safety-Distracted Driving Prevention is an online “do’s and don’ts” training and orientation course for employees and/or workplace participants. The module examines the safety issues related to driving while distracted.

Trainees will learn:

- Proper methods for avoiding manual distracted driving
- The high safety risk of texting while driving
- Common visual and cognitive driving distractions
- How to use hands-free devices as a safe alternative

Risks and subjects covered:

- Driving safety: what is distracted driving; the risk distracted driving creates for all drivers; the risk of injuries; the liability exposure; and how texting and other distractions are particularly dangerous.
- Distracted driving prevention: common manual, visual, and cognitive distractions; the myth of multi-tasking while driving; how to avoid distractions.

Audience	All employees and workplace participants
Length	15 minutes
Language	English
Testing	Yes. Includes a survey of five questions.
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Smarter, Better Safety – Sleep Deprivation

This is a training and orientation course for employees and/or workplace participants. The module examines the safety issues related to working while suffering from sleep deprivation.

Trainees will learn:

- How to avoid sleep deprivation
- How to get more quality sleep
- Signs of sleep deprivation

Risks and subjects covered:

- Driving safety: the risk of driving or operating machinery while sleep deprived; the risk of injuries; and the liability exposure.
- Sleep deprivation prevention: checking with health care professionals for sleep apnea and other sleep problems; avoiding digital devices in the bedroom; and sleep deprivation facts.

Audience	All employees and workplace participants
Length	10 minutes
Language	English
Testing	Yes. Includes a survey of five questions
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Risks and Solutions: Preventing Sexual Harassment

This training defines and clarifies the serious risks and consequences of committing or not reporting sexual harassment. Managers/Supervisors will learn the impact of sexual harassment on employees and other workplace participants, like contractors and customers; how to recognize harassment; and their responsibility to identify, report, and prevent sexual harassment

Trainees will learn:

- The definition and types of sexual harassment
- Who can commit sexual harassment
- Acts that constitute sexual harassment; where/when it can take place
- What is unwelcome and severe or pervasive behavior
- The reasonable person standard for determining what constitutes sexual harassment
- Warning signs of who might be a victim or perpetrator of sexual harassment
- A manager's/supervisor's role in preventing sexual harassment and receiving reports
- A manager's/supervisor's responsibility to communicate sexual harassment reports to those trained to investigate sexual harassment allegations

Risks and subjects covered:

- Equal Employment: Trainees learn discrimination's relationship to Title VII of the Civil Rights Act of 1964; the types of discrimination; explanations of harassment based on discrimination; and the litigation risks of ignoring discrimination.
- Strict Liability: Trainees will learn how they can be held strictly and personally liable with no defense available, if they harass subordinates and take adverse employment actions against them.
- Retaliation Prevention: Trainees will learn about retaliation in the context of discrimination and how they can lower their exposure to this serious risk.
- Proper Management Practices: Trainees are encouraged to set a positive example for employees; how ignoring jokes, horseplay, and abusive conduct can lead to charges of discrimination; and how to address discrimination by other workplace participants.
- Loss Prevention: Trainees learn the importance of observation; reporting discrimination promptly; enforcing anti-discrimination policies; cooperating with investigators; and refraining from retaliatory actions.

Audience	Managers and supervisors
Length	30-45 minutes
Language	English
Testing	Yes. Includes a survey of five questions.
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Risks and Solutions: Preventing Age Discrimination

This training defines and clarifies the serious risks and consequences of committing and not reporting age discrimination. Managers/Supervisors will learn the impact of age discrimination on employees and other workplace participants, like contractors and customers; how to recognize; and their responsibility to identify, report, and prevent age discrimination.

Trainees will learn:

- The definitions, types, acts, and harm of age discrimination
- Where and when age discrimination can take place
- Warning signs of who might be a victim or perpetrator
- A manager's/supervisor's responsibility to communicate age discrimination reports to those trained to investigate these allegations
- A manager's/supervisor's role in receiving reports of age discrimination

Risks and subjects covered:

- Equal Employment: Trainees learn about the Age Discrimination in Employment Act and its prohibition against age discrimination in the workplace and the litigation risks of ignoring age discrimination.
- Retaliation Prevention: Trainees will learn about retaliation in the context of age discrimination and how they can lower their exposure to this serious risk.
- Proper Management Practices: Trainees are encouraged to set a positive example for employees; how ignoring age-based jokes or comments can lead to age harassment charges; and how to address age discrimination and harassment.
- Loss Prevention: Trainees learn the importance of observation; reporting age discrimination or harassment promptly; enforcing anti-harassment policies; cooperating with investigators; and refraining from retaliatory actions.

Audience	Managers and supervisors
Length	30-35 minutes
Language	English
Testing	Yes. Includes a survey of five questions.
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Risks and Solutions: Preventing Disability Discrimination

This training defines and clarifies the serious risks and consequences of committing and not reporting disability discrimination. Managers/Supervisors will learn the impact of disability discrimination on employees and other workplace participants, like contractors and customers; how to recognize; the responsibility of managers/supervisors to identify, report, and prevent disability discrimination.

Trainees will learn:

- The definitions, types, acts, and harm of disability discrimination
- Who can commit discrimination
- Where and when disability discrimination can take place
- Warning signs of who might be a victim or perpetrator
- A manager's/supervisor's role and responsibility to receive reports, or communicate discrimination reports, and accommodate requests regarding disability discrimination

Risks and subjects covered:

- Equal Employment: Trainees learn about the Americans with Disabilities Act and the litigation risks of ignoring, as well as the prohibitions against disability discrimination in the workplace.
- Retaliation Prevention: Trainees will learn about retaliation in the context of disability discrimination and how they can lower their exposure to this risk.
- Proper Management Practices: Trainees are encouraged to set a positive example for employees; how ignoring disability-based jokes or comments can lead to disability harassment charges; and how to address disability discrimination and harassment.
- Loss Prevention: Trainees learn the importance of observation; reporting disability discrimination or harassment promptly; enforcing anti-discrimination policies; cooperating with investigators; and refraining from retaliatory actions.

Audience	Managers and supervisors
Length	30-35 minutes
Language	English
Testing	Yes. Includes a survey of five questions.
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Risks and Solutions: Preventing Gender Discrimination

This training defines and clarifies the serious risks and consequences of committing or not reporting gender discrimination. Managers/Supervisors will learn the impact of gender discrimination on employees and other workplace participants; how to recognize, and the responsibility to identify, report, and prevent gender discrimination.

Trainees will learn:

- The definitions, types, acts, and harm of discrimination
- Who can commit discrimination
- Where and when discrimination can take place
- Warning signs of who might be a victim or perpetrator
- A manager's/supervisor's role and responsibility to receive reports, or communicate discrimination reports, and accommodate requests regarding discrimination

Risks and subjects covered:

- Equal Employment: Trainees learn about Title VII of the Civil Rights Act of 1964 and its prohibition against sex or gender discrimination in the workplace and the litigation risks of ignoring gender discrimination.
- Retaliation Prevention: Trainees will learn about retaliation in the context of gender discrimination and how they can lower their exposure to this serious risk.
- Proper Management Practices: Trainees are encouraged to set a positive example for employees; how ignoring gender-based jokes or comments can lead to gender harassment charges; and how to address gender discrimination and harassment.
- Loss Prevention: Trainees learn the importance of observation; reporting gender discrimination or harassment promptly; enforcing anti-harassment policies; cooperating with investigators; and refraining from retaliatory actions.

Audience	Managers and supervisors
Length	30-35 minutes
Language	English
Testing	Yes. Includes a survey of five questions.
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Risks and Solutions: Preventing National Origin Discrimination

This training defines and clarifies the serious risks and consequences of committing or not reporting national origin discrimination. Managers/Supervisors will learn the impact of national origin discrimination on employees and other workplace participants, like contractors and customers; how to recognize; and their responsibility to identify, report, and prevent national origin discrimination.

Trainees will learn:

- The definitions, types, acts, and harm of national origin discrimination
- Who can commit discrimination
- Where and when discrimination can take place
- Warning signs of who might be a victim or perpetrator
- A manager's/supervisor's role and responsibility to receive reports, or communicate discrimination reports, and accommodate requests regarding national origin discrimination

Risks and subjects covered:

- Equal Employment: Trainees learn about Title VII of the Civil Rights Act of 1964 and its prohibition against national origin discrimination in the workplace and the litigation risks of ignoring national origin discrimination.
- Retaliation Prevention: Trainees will learn about retaliation in the context of national origin discrimination and how they can lower their exposure to this serious risk.
- Proper Management Practices: Trainees are encouraged to set a positive example for employees; how ignoring national origin-based jokes or comments can lead to national origin harassment charges; and how to address national origin discrimination and harassment.
- Loss Prevention: Trainees learn the importance of observation; reporting national origin discrimination or harassment promptly; enforcing anti-harassment policies; cooperating with investigators; and refraining from retaliatory actions.

Audience	Managers and supervisors
Length	30-35 minutes
Language	English
Testing	Yes. Includes a survey of five questions.
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Risks and Solutions: Preventing Race & Color Discrimination

This training defines and clarifies the serious risks and consequences of committing or not reporting race and color discrimination. Managers/Supervisors will learn the impact of race and color discrimination on employees and other workplace participants, like contractors and customers; how to recognize race and color discrimination; and their responsibility to identify, report, and prevent race and color discrimination.

Trainees will learn:

- The definitions, types, acts, and harm of race and color discrimination
- Who can commit discrimination
- Where and when race and color discrimination can take place
- Warning signs of who might be a victim or perpetrator
- A manager's/supervisor's role and responsibility to receive reports, or communicate discrimination reports, and accommodate requests regarding race and color discrimination

Risks and subjects covered:

- Equal Employment: Trainees learn about Title VII of the Civil Rights Act of 1964 and its prohibition against race and color discrimination in the workplace and the litigation risks of ignoring race and color discrimination.
- Retaliation Prevention: Trainees will learn about retaliation in the context of race and color discrimination and how they can lower their exposure to this serious risk.
- Proper Management Practices: Trainees are encouraged to set a positive example for employees; how ignoring race and color-based jokes or comments can lead to race and color harassment charges; and how to address race and color discrimination and harassment.
- Loss Prevention: Trainees learn the importance of observation; reporting race and color discrimination or harassment promptly; enforcing anti-harassment policies; cooperating with investigators; and refraining from retaliatory actions.

Audience	Managers and supervisors
Length	30-35 minutes
Language	English
Testing	Yes. Includes a survey of five questions.
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Risks and Solutions: Preventing Religious Discrimination

This training defines and clarifies the serious risks and consequences of committing or not reporting discrimination based on religion. Managers/Supervisors will learn the impact of religion-based discrimination on employees and other workplace participants, like contractors and customers; how to recognize religious discrimination; and their responsibility to identify, report, and prevent discrimination based on religion.

Trainees will learn:

- The definitions, types, acts, and harm of religious discrimination
- Who can commit discrimination
- Where and when religious discrimination can take place
- Warning signs of who might be a victim or perpetrator
- A manager's/supervisor's role and responsibility to receive reports, or communicate discrimination reports, and accommodate requests regarding religious discrimination

Risks and subjects covered:

- **Equal Employment:** Trainees learn about Title VII of the Civil Rights Act of 1964 and its prohibition against discrimination on the basis of religion in the workplace and the litigation risks of ignoring such discrimination.
- **Retaliation Prevention:** Trainees will learn about retaliation in the context of religious discrimination and how to lower their exposure to this serious risk.
- **Proper Management Practices:** Trainees are encouraged to set a positive example for employees; how ignoring religion-based jokes or comments can lead to religious harassment charges; and how to address discrimination and harassment on the basis of religion.
- **Loss Prevention:** Trainees learn the importance of observation; reporting religious discrimination or harassment promptly; enforcing anti-harassment policies; cooperating with investigators; and refraining from retaliatory actions.

Audience	Managers and supervisors
Length	30-35 minutes
Language	English
Testing	Yes. Includes a survey of five questions.
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Risks and Solutions: Preventing Pregnancy Discrimination

This training defines and clarifies the serious risks and consequences of committing and not reporting pregnancy discrimination. Managers/Supervisors will learn the impact of pregnancy discrimination on employees and other workplace participants, like contractors and customers; how to recognize pregnancy discrimination; and their responsibility to identify, report, and prevent pregnancy discrimination.

Trainees will learn:

- The definitions, types, acts, and harm of discrimination
- Who can commit discrimination
- Where and when pregnancy discrimination can take place
- Warning signs of who might be a victim or perpetrator
- A manager's/supervisor's role and responsibility to receive reports, or communicate discrimination reports, and accommodate requests regarding pregnancy discrimination

Risks and subjects covered:

- Equal Employment: Trainees learn about Title VII of the Civil Rights Act of 1964 and the Pregnancy Discrimination Act, the prohibitions against pregnancy discrimination in the workplace and litigation risks of ignoring this discrimination.
- Retaliation Prevention: Trainees will learn about retaliation in the context of pregnancy discrimination and how they can lower their exposure to this risk.
- Proper Management Practices: Trainees are encouraged to set a positive example for employees; how ignoring pregnancy-based jokes or comments can lead to pregnancy harassment charges; and how to address pregnancy discrimination and harassment.
- Loss Prevention: Trainees learn the importance of observation; reporting pregnancy discrimination or harassment promptly; enforcing anti-harassment policies; cooperating with investigators; and refraining from retaliatory actions.

Audience	Managers and supervisors
Length	30-35 minutes
Language	English
Testing	Yes. Includes a survey of five questions.
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Risks and Solutions: Preventing Wrongful Termination

This training defines and clarifies the serious risks and consequences of illegal and improperly performed terminations. Managers/Supervisors will learn the impact of wrongful termination on employees; the risks wrongful terminations create for managers/supervisors and employers; and their responsibility to prevent wrongful terminations.

Trainees will learn:

- The definitions, types, acts, and harm of wrongful termination
- Who can commit wrongful termination
- Where and when wrongful termination can take place
- Who are whistleblowers and why they're protected
- The risks involved with termination, including termination contract employees
- A manager's role and duty to receive reports, or communicate discrimination reports, and accommodate requests regarding discrimination

Risks and subjects covered:

- **Equal Employment:** Trainees learn about wrongful termination including its relationship to federal and state laws; the types of wrongful termination; explanations of wrongful termination, as it relates to discrimination, whistleblowing, retaliation, and employment contracts; and the litigation risks of ignoring acts that could constitute wrongful termination.
- **Liability:** Trainees will learn how liability is imposed, if they terminate employees for performing legal acts or refusing to perform illegal acts.
- **Retaliation Prevention:** Trainees will learn about retaliation in the context of wrongful termination and how they can lower their exposure to this serious risk.
- **Proper Management Practices:** Trainees are encouraged to respect all employees; the costs involved with terminating employees, including the litigation risks and how to address wrongful termination, if it is alleged.
- **Loss Prevention:** Trainees learn the importance of observation; reporting acts that could constitute wrongful termination, promptly; enforcing employer policies; cooperating with investigators; and refraining from retaliatory actions.

Audience	Managers and supervisors
Length	30-35 minutes
Language	English
Testing	Yes. Includes a survey of five questions.
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes

Risks and Solutions: Sports-Related Brain and Spinal Injuries

This online training module is for school administrators, coaches, and others who work with student athletes. It's available 24/7, and defines and clarifies the serious risks and consequences of brain and spinal injuries for student athletes. Trainees will learn the impact of brain and spinal injuries; how to recognize the signs and how to prevent further injury to allow for recovery.

Trainees will learn:

- Types of concussion
- Acts that can cause a concussion or spinal injury, and those most likely to sustain such injuries
- How these injuries could be made worse and how to prevent them from becoming worse
- What to do when such injuries are sustained and the liabilities associated with such injuries

Risks and subjects covered:

- **Student Safety:** Trainees learn about brain and spinal injuries with special emphasis on concussions; the signs of concussions; how concussions can lead to death or permanent injury, and how trainees need to respond to concussions.
- **Liability:** Trainees will learn how not responding properly to student brain and spinal injuries can not only lead to fatal injuries, but also to legal liability.
- **Proper Safety Practices:** Trainees are encouraged to address concussions quickly; to communicate with students, teachers, and parents about concussions; and to work together with parents and caregivers to provide a plan for recovery.
- **Loss Prevention:** Trainees learn the importance of observation; reporting injuries promptly; enforcing policies; cooperating with parents and health care providers; and refraining from allowing student athletes to return to play too early.

Audience	Administrators, teachers, coaches, etc.
Length	18-20 minutes
Language	English
Testing	Yes. Includes a survey of five questions.
Certificate of Completion	Yes
Written Materials	Yes
Interactive Scenarios	Yes
Customizable	Yes