



Florida Department of Financial Services

Division of Risk Management

200 East Gaines Street

Tallahassee, Florida 32399

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SAFETY & LOSS PREVENTION Outlook

ISSUE 4 | VOLUME 5 | JULY - AUGUST 2014

A Focus on Safety Best Practices

In this issue of the *Safety and Loss Prevention Outlook* newsletter, the State of Florida Loss Prevention Program interviews Dr. Elmira Mangum, Florida Agricultural and Mechanical University's new president. In the interview, Dr. Mangum discusses her dedication and commitment to safety and loss prevention.

Are you looking for ways to get your employees more engaged in your safety program? If so, be sure to read our last feature article on safety best practices and learn why two university safety programs have a reason to celebrate.

Check out these stories, and much more, in this July/August 2014 issue of the *Safety and Loss Prevention Outlook* newsletter. As always, we look forward to your feedback on how we are doing. You may submit feedback, story ideas, and articles to the following email address: statelosspreventionprogram@myfloridacfo.com.

A Focus on Safety Best Practices: Part 3 Employee Engagement

"A Focus on Safety Best Practices" is a three-part feature series where the Division of Risk Management takes an in-depth look at three key safety best practices. In this final series installment, we look at employee engagement as an important safety best practice.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing a safe and healthy workplace. The workplace must be free from recognized hazards that cause, or could potentially cause, death or serious injury to an employee. The General Duty Clause is extremely important because it clearly states the responsibility of the employer to provide a safe workplace; however, safety coordinators should also understand the importance of one key safety best practice which can turn a good safety program into a great safety program. That one key safety practice is employee engagement. Although State of Florida agencies and universities are not regulated by the Occupational Safety and Health Administration (OSHA) or the General Duty Clause, Executive Order 2000-292, directs all agencies and universities to voluntarily comply with OSHA regulations.

Engagement by definition means active participation, and if done with passion and innovation, it can help to bring new life into mundane safety practices and procedures. For example, engaged employees are more willing to go the extra mile to follow safety procedures in the workplace that help protect the health and safety of themselves and others. Charlene Sitterly, Program Director for the University of South Florida Consultation Program, stated, "Employee engagement starts with the hiring process and giving the employee a sense of self-worth and pride within oneself." Creating a safety culture where employees go longer periods without injuries and no injury is acceptable requires employee engagement.

Continued on next page

SAFETY & LOSS PREVENTION OUTLOOK

At the end of the day, management commitment and safety awareness, which were highlighted in the first two installments of the series, *"A Focus on Safety Best Practices,"* were limited because even the best safety programs are only as effective as the level of buy in and support received by employees. In short, the defining mark of an injury-free culture and workplace is what is called the "2:00-a.m. test," or what happens at 2 o'clock in the morning when all the managers have gone home and no one is around. Even if no one will know, does the employee follow safety procedures and guidelines because it is the right thing to do? In a culture of engagement, the answer is likely to be yes.

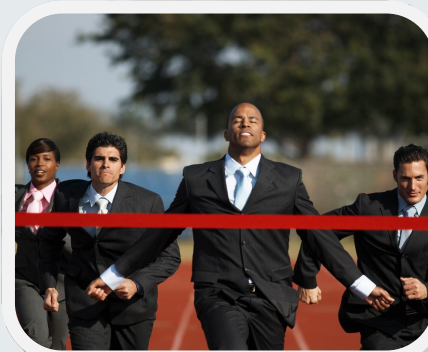


Now that you know that employee engagement is an important safety best practice, how do you improve employee engagement at your agency or university? Increasing employee engagement should entail a well-defined strategy of how engagement will look in your organization and how it will be communicated. Ultimately, engagement is a function of management and leadership. Management and leadership must understand the specific mechanisms that drive safety performance and how their actions enable motivation. In addition, managers and leaders should know their people—who they are, not just what they do. Every interaction with an employee has the potential to influence his or her engagement and inspire discretionary effort. Also, how leaders manage their employees can substantially affect engagement levels in the workplace.

Three strategies safety coordinators can use immediately to help build engaged employees at their agency or university include the following:

1. **Use the right employee engagement survey:** When asking employees at your agency or university for their opinions, make sure that action follows. Don't just ask employees about their opinions on safety and not use the information. Many times organizations make the mistake of using employee surveys to collect data that are irrelevant or impossible to act on. Any survey must be specific, relevant, and actionable. Data should also be proven to influence key performance metrics.
2. **Focus on frontline engagement:** Real change occurs on the frontline workgroup level, but it happens only when managers and leaders set the tone from the top. Organizations realize the most benefit from engagement initiatives when leaders weave employee engagement into performance expectations for managers and enable them to act on those expectations. Managers and employees must feel empowered to make a significant difference in their immediate environment.
3. **Select the right managers and hold them accountable for their employees' engagement:** The best managers understand that their success and that of the organization relies on employee achievement, but not everyone can be a great manager. Great managers care about their employees' growth and development. They seek to understand each person's strengths and provide employees with every opportunity to use their strength. Also, Gallup research has found that managers are primarily responsible for their employees' engagement levels. Organizations should coach managers to take an active role in building engagement plans with their employees.

It takes time to achieve an award winning safety program. As a new or veteran safety coordinator, it is important to remember that the journey to achieve safety excellence is a marathon and not a sprint. Continuous process improvement and small significant steps are more important than short term gains. The three safety best practices of management commitment, safety awareness, and employee engagement provide the foundation you need to run the safety race with excellence. Start today to improve your safety program by focusing on these three key safety best practices.



"I always pass on good advice. It is the only thing to do with it. It is never of any use to oneself."

~Oscar Wilde



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TWO FLORIDA UNIVERSITIES RECEIVE SAFETY AWARDS

The Division of Risk Management (DRM) congratulates Florida Atlantic University's (FAU's) safety program for receiving the Campus Safety Health and Environmental Management Association's (CSHEMA's) *Award of Honor*.

"We are very excited that FAU's safety program was selected for CSHEMA's highest award. It really validates what we have been doing here, and it proves our safety program stacks up with the best," said Tom Bradley, Director of Environmental Health and Safety (EH&S) at FAU. As a winner of the award, FAU joins notable universities such as the University of North Carolina at Chapel Hill, Virginia Tech, and the University of Maine, who all won in previous years. FAU was one of two universities—along with Arizona State—that won the award this year.

In order to win the award, FAU went through a rigorous application process that involved evaluating its safety program in numerous areas. Once FAU's application was completed, the application was then reviewed and scored by a panel of three expert judges. The application deadline was March 1, 2014, and FAU was notified in June 2014 that they had received the distinguished award officially known as the Complete Environmental Health and Safety Program Award of Honor.

Mr. Bradley said one of the main factors for FAU's success in winning the award was the hard work and dedication of all EH&S employees, both past and present. Mr. Bradley added, "Winning the award will help us improve our safety program in the future because the application process revealed areas where we can improve." Mr. Bradley says that the EH&S staff plans on coming together for a congratulatory luncheon and then rolling up its sleeves and getting back to work trying to make its program even better.

FAU is comprised of six campuses and sites serving more than 30,000 students throughout a six-county service region in southeast Florida. FAU employs approximately 3,100 faculty, staff, and student employees and has a \$6.3 billion regional economic impact. The FAU Department of EH&S is tasked with ensuring a safe and healthy environment for students, faculty, staff, and visitors through comprehensive service-oriented programs.

DRM salutes FAU for receiving such a distinguished award and for its commitment to continuous process improvement in the area of safety and loss prevention.



CSHEMA
Campus Safety Health and
Environmental Management Association



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SAFETY & LOSS PREVENTION OUTLOOK

The Division of Risk Management additionally congratulates the Environmental Health and Safety Program at the University of Central Florida (UCF) for receiving the "Solutions at Work" award for their laboratory safety training program.

Both FAU and UCF received their CSHEMA safety awards at the annual conference held July 28-29, 2014, in California.



Congratulations University of Central Florida
on winning the CSHEMA
Solutions at Work Award



University of Central Florida
Thomas Briggs (L)
Director of Environmental Health & Safety
Brian Butkus (R)
Laboratory Safety Coordinator

University of Central Florida
Brian Butkus (L)
Laboratory Safety Coordinator

Mary Crabtree (R)
Director of Environmental Health & Safety
University of North Carolina



Florida Atlantic University
Thomas Bradley (L)
Laboratory Safety Coordinator
Mary Crabtree (R)
Director of Environmental Health & Safety
University of North Carolina



University of Central Florida
Thomas Briggs (L)
Director of Environmental Health & Safety
Brian Butkus (C)
Laboratory Safety Coordinator
Florida Atlantic University
Thomas Bradley (R)
Director of Environmental Health & Safety



CSHEMA

Campus Safety Health and
Environmental Management Association



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Know Your Surroundings

According to the 2014 edition of the National Safety Council's "Injury Facts," contact with objects and equipment was responsible for 15.1 percent of workplace deaths by event or exposure in 2011. In that same year, it also was the second leading cause of cases with days away from work. These injuries can arise from falling objects or inadvertently being struck by a moving vehicle, such as a forklift or car.

To help prevent injuries from contact with objects or equipment:

- Keep all materials neatly stored.
- Ensure items that are stored at heights are secured.
- Store heavy objects close to the floor.
- Open one filing cabinet drawer at a time to prevent a tip-over.
- Wear proper personal protective equipment for your environment, such as steel-toed footwear.
- Never obstruct your vision by overloading moving equipment.
- Only operate equipment you are properly trained to use.
- Ensure all safety devices on equipment are in good working order before use.
- Exercise extra caution when walking around corners and near doorways.



"The talent of success is nothing more than doing what you can do well, and doing well whatever you do."

~Henry Longfellow



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Slippery when wet

Slow down at
the first sign of rain



Division of Risk Management
State of Florida Loss Prevention Program

SAFETY & LOSS PREVENTION SPOTLIGHT

The Division of Risk Management is pleased to feature Dr. Elmira Mangum, President of Florida Agricultural & Mechanical University (FAMU). As Dr. Mangum begins her new role as President of FAMU, the State of Florida Loss Prevention Program sat down with her to discuss her dedication and commitment to safety and loss prevention.

State Loss Prevention Program:

As FAMU's new president, what are your safety and loss prevention goals for the University?

Dr. Mangum: It is the responsibility of Florida Agricultural and Mechanical University (FAMU) to ensure that each member of the campus community and visitors are provided a safe environment for both work and study. Our goal is to respond appropriately to emergencies and to ensure the execution of the University's essential functions during and following any emergency. My goal is to continue to build upon the safety foundation that has been established at the institution and make FAMU a model of success.

State Loss Prevention Program: *How will you know when your administration has met its safety goals and objectives? In other words, how will you measure your progress in the area of safety and loss prevention?*

Dr. Mangum: We will constantly strive to become a zero-injury campus and to minimize accidents as much as possible. In the area of fire safety, FAMU has one of the best fire prevention programs in the state of Florida. Our Fire Safety Office staff constantly work to minimize any fire code violations and presently have reduced our record to 2-3 violations per building with each receiving immediate attention to rectify the problem. We hold regular fire drills and have reached a building evacuation time of four minutes, which is down from a previous record of eight minutes. We are now in the process of selecting fire wardens for every building and will have the program in place by the fall. Additionally, training is regularly scheduled, and training is also available upon request.

State Loss Prevention Program: *How high of a priority will safety serve in your administration?*

Dr. Mangum: Safety is very important at all universities, and we value the care entrusted to us to provide a safe atmosphere for students to matriculate and pursue their higher education goals. The responsibility to foster a safe learning environment is a team effort involving every facet of our campus, including the Campus Emergency Response Team, Environmental Health and Safety, campus police, administrators, and even the students themselves.

State Loss Prevention Program: *In a recent Safety and Loss Prevention Outlook newsletter article series titled, "A Focus on Safety Best Practices," we discussed the importance of management commitment to safety. How committed are you, as the President of FAMU, to promoting safety to FAMU faculty, students, staff members, and the larger FAMU community?*

**Division of Risk Management
Safety Spotlight**

Name:
Dr. Elmira Mangum

Title:
President

University:
Florida Agricultural
and Mechanical University



"The greatest
wealth is to live
content with little."

~Plato



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SAFETY & LOSS PREVENTION OUTLOOK

Dr. Mangum: The promotion of our safety awareness plan is paramount to being able to execute the plan effectively. We have a dedicated team of staff in place that regularly review, revise, and promote the University's safety plan. In a fluid community like a university campus, we must take into account that there will always be a new group of students that will need to be introduced to the policies and procedures. Therefore, we are constantly reaching out to the campus community to make sure the safety guidelines are being followed.

State Loss Prevention Program: *What will you do to actively promote safety at your University and to communicate that safety is one of your top priorities?*

Dr. Mangum: One of our initiatives is making a conscious effort to have a more visible police force on campus. Our officers are walking the campus on foot and visiting offices to get to know the employees and students. This creates a stronger sense of community and helps to prevent crime and encourage communication between law enforcement and students, faculty, and staff.

State Loss Prevention Program: *How will you try to engage faculty, staff, and students in following safety practices and to let them know that safety is everyone's responsibility?*

Dr. Mangum: Starting with the 2014-2015 school year our police department will hold monthly safety awareness workshops to enlighten students, faculty, and staff about crimes and what preventative measures they can take. The safety teams throughout the campus will also conduct various training classes including several tabletop exercises and an active shooter course.

State Loss Prevention Program: *What do you think is the top safety concern for your University?*

Dr. Mangum: There is a lot of research taking place on our campus where students are working with chemicals and radiation, so potential risk of a dangerous spill or chemical combustion is very real.

We have a Radiation Safety Program, which was developed by the FAMU Office of Environmental Health and Safety in support of its primary objective to provide and maintain a safe campus environment for work and study. This area ensures compliance to the University's Radiation Safety License issued by The Florida Department of Health (DOH).

The primary goals of the program are to ensure the radiological safety of all University personnel and the public; to guarantee that radiation sources are procured and used in accordance with federal and State regulations; to ensure that radiation exposures are "As Low As Reasonably Achievable;" and to ensure that all radioactive waste generated is collected and disposed properly.

Our top concern is to ensure that all staff, students, and faculty are trained on safety protocols. With the ever-changing compliance procedures, we must be sure that training material is current and all have proper certification before engaging in research and study.

State Loss Prevention Program: *What efforts are you taking to address the University's top safety concerns?*

Dr. Mangum: FAMU has created a Campus Emergency Response Team to oversee the University's emergency planning and response. The team is activated whenever there is a critical incident on campus that could affect the safety, health, or well-being of people on campus.

The team is co-chaired by the director of Environmental Health & Safety and the Police Chief. Environmental Health and Safety is responsible for interaction with Leon County Emergency Management as well as other outside agencies (other than law enforcement agencies and State of Florida Emergency Management), when the emergency threat is severe weather, major fires, other natural disasters, and hazardous chemical releases.

"Success is going from failure to failure with no loss of enthusiasm."

~Winston Churchill



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SAFETY & LOSS PREVENTION OUTLOOK

The Police Chief is responsible for necessary interaction with outside law enforcement agencies, especially when the emergency threat involves criminal activity such as civil disorder, riots, bomb threats, hostage situations, etc. He is also responsible for maintaining ongoing communication with the State Division of Emergency Management throughout the duration of an emergency and/or Comprehensive Emergency Management Plan activation. This communication will ensure a means of information coordination for the Office of the Governor to ensure uninterrupted communication within the University and externally to other agencies and to all identified critical customers.

State Loss Prevention Program: *Does your safety plan include any training on how to respond to an active shooter incident?*

Dr. Mangum: Our police department participates in training for a variety of emergency scenarios through partnerships with outside agencies. This training allows our law enforcement respondents to be better prepared with addressing incidents on campus.

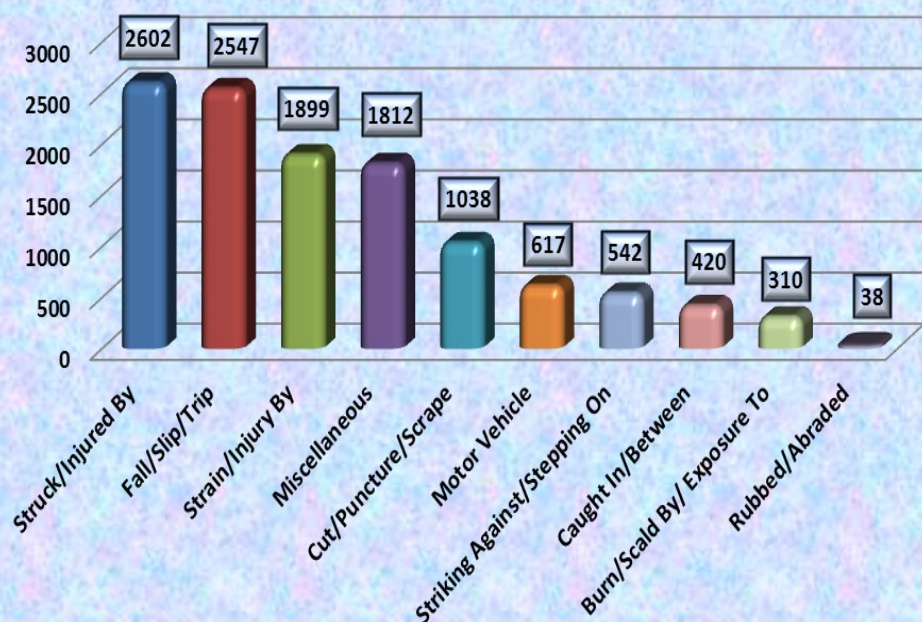
The Division of Risk Management, State of Florida Loss Prevention Program would like to thank Dr. Mangum for taking the time to speak with us regarding her safety initiatives and goals for her University.

WORKERS' COMPENSATION CLAIMS

REPORTED JULY 1, 2013, THROUGH JUNE 30, 2014

The chart below is for all workers' compensation claims reported July 1, 2013, through June 30, 2014. It shows the number of claims reported for each cause code group for all agencies and universities. If you would like a similar chart for your agency or university, email Melanie Cowgill at Melanie.Cowgill@myfloridacfo.com.

WORKERS' COMPENSATION CLAIMS BY CAUSE
REPORTED JULY 1, 2013, THROUGH JUNE 30, 2014



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Transition of Risk Management Insurance Management System (IMS)

The Division of Risk Management (DRM) is in the process of replacing the CS STARS risk management information system with a new insurance management system (IMS), *OrigamiRisk*. *OrigamiRisk* is one of the most innovative and easiest to use IMS in the industry. *OrigamiRisk* will have more functionality and will be more user friendly for agency and university safety coordinators, workers' compensation coordinators, and other risk management professionals. The new IMS will include real-time information and feature configurable screen layouts, added reminders, and customizable templates.

DRM is extremely excited to begin transitioning to *OrigamiRisk* to manage agency and university claim data. In the coming months, we will be offering training on how to use the new software and other information needed for a smooth transition to *OrigamiRisk*.

ORIGAMIRISK®

Florida's Move Over Law Now Includes More Than Emergency Vehicles

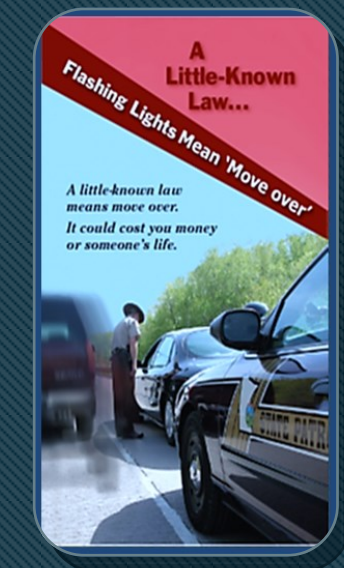
Motorists are accustomed to moving over when approaching a police vehicle, fire truck, or ambulance on the side of the road. Not only is it courteous to the first responders, it's the law, intended to keep these men and women safe while performing their jobs. Another group of workers is now being afforded this same protection. Effective July 1, 2014, Florida's Move Over Act was amended to include tow trucks, utility, and sanitation vehicles in the list of public safety vehicles that motorists must slow down and move over for.

"We gladly welcome the expansion of Florida's Move Over law," said Jennifer Hill, the City of Tallahassee's Safety Administrator. "At the end of the day, we want all of our employees to return home to their families injury free, and this law helps to keep our City employees safe while performing roadside work."

Under the new law, motorists are required to:

- Approach law enforcement patrol cars, emergency vehicles, utility service vehicles, sanitation vehicles, and tow trucks/wreckers with caution.
- Change lanes away from these vehicles if traveling on a multi-lane roadway and able to move over safely.
- Slow down to a speed that is 20 mph less than the posted speed limit when a clearly identified emergency or work crew vehicle is parked and crews are working.

Violation of the new law could result in fines and points deducted from a motorist's license.



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“Education is the most powerful weapon which you can use to change the world.”

~Nelson Mandela



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ARE YOU A NEW AGENCY OR UNIVERSITY SAFETY COORDINATOR?

If you are a new agency or university safety coordinator, you may be unfamiliar with the Division of Risk Management's (DRM) Stop Light Report.

DRM's Stop Light Report is a report that is sent out twice a year to agency heads and agency risk managers. The report is a snapshot of agency claim performance over a six-month period. The Stop Light Report for the first six-month period was sent out in August 2014, and the second report will be sent out at the end of the year.

As a new safety coordinator, you can use the Stop Light Report to analyze claim frequency, costs, and trends.



Prevent car crashes at your agency or university by enrolling in the Florida Department of Transportation's computer-based Defensive Driving course. The online course is offered through the Division of Risk Management's Moodle Learning Management System. This course is designed to provide state of Florida employees with driving techniques and skills needed to help reduce and prevent crashes on the roadways which could result in financial loss, personal injury, and even death.

To enroll in the Defensive Driving course, click here:

<https://lms.fldfs.com/>

SAFETY & LOSS PREVENTION OUTLOOK



"All that one gains by falsehood is not to be believed when he speaks the truth."

~Aristotle



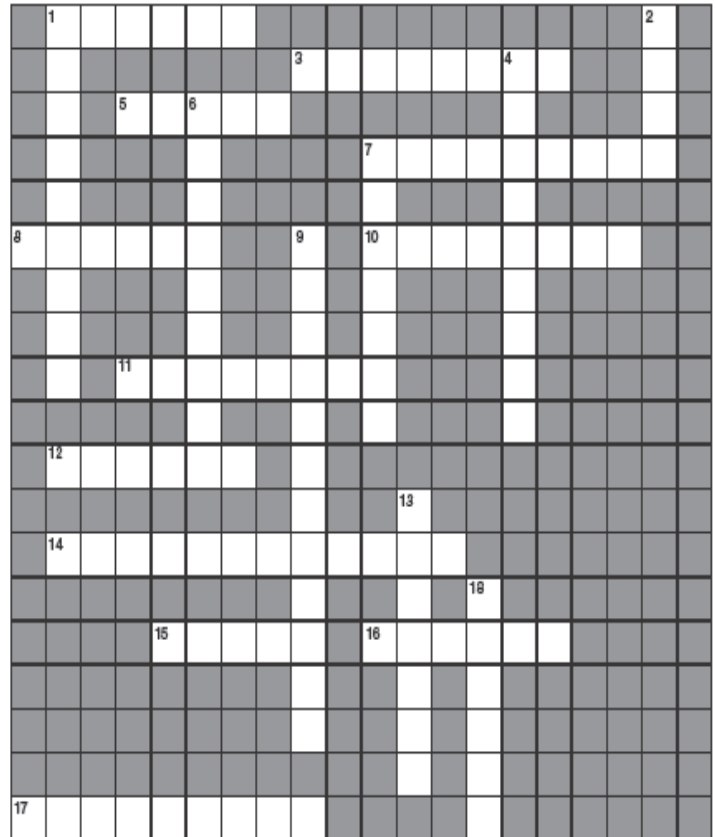
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NATIONAL
SAFETY
MONTH

Safety 24/7

Driving safety



ACROSS

1. Speed limits are set for _____ reasons.
3. Follow at a safe _____ to avoid a truck's blind spots.
5. You should wear a safety belt during _____ trip.
7. If you plan to drink, you should _____ a non-drinking driver for the evening.
8. Aggressive driving creates _____ situations on the road.
10. Alcohol and drug use change the function of the brain and body causing _____ driving.
11. _____ should always sit in the back with proper safety devices.
12. A motor vehicle collision is the leading _____ of workers today.
14. To help keep us all safer, we should understand the limitations and _____ of different vehicles.
15. Never try to _____ a lane with a motorcycle.
16. To avoid tailgating and flashing lights, plan ahead and allow time for _____.
17. Stopping distance is _____ when you are speeding.

DOWN

1. Use your horn _____ to avoid aggressive driving.
2. Large trucks require _____ stopping distance because they are heavier.
4. Cell phone use while driving causes 3 distractions; visual, manual and _____.
6. Safety belts are one of the most _____ safety devices in your vehicle.
7. _____ is one of the most dangerous activities you will do each day.
9. Drive defensively, not _____.
13. Hands-free devices offer no safety _____ over hand-held phones.
18. To ensure _____ when you are on the road, breaks should be scheduled for messages and calls.

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members get more



If this document appears distorted, double-click to enlarge in PDF format.

**“Our greatest
glory is not in
never falling, but
in rising every time
we fall.”**

~Confucius



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**national
IMMUNIZATION
awareness month**

August is National Immunization Awareness Month. This is a time to promote vaccines and remind employees to stay current on their preventative shots. The Centers for Disease Control & Prevention declared immunizations as one of the top-ten public health victories of the twentieth century as they have significantly reduced the pervasiveness of many infectious and often deadly diseases such as polio, measles, diphtheria, pertussis (whooping cough), rubella (German measles), mumps, and tetanus.

Adults need immunizations to help prevent acquiring and spreading serious diseases that could result in poor health, missed work, and medical bills. An estimated one million American adults get shingles every year. As employees grow older, the immune system tends to weaken over time, placing them at higher risk for certain diseases. Even protection from certain childhood vaccines can wear off over time, resulting in adults who may be at risk for vaccine-preventable diseases. Vaccines for adults include: shingles, pneumococcal, hepatitis, and HPV.

Vaccines are among the safest and most cost-effective ways to prevent disease. Without vaccines, epidemics could return to Florida, resulting in increased and unnecessary illness, disability, and death. Several Florida universities require students to be vaccinated against certain diseases like meningitis, mumps, hepatitis B, and rubella due to an increased risk among college students living in residential housing.

Disease prevention is a major factor in public health. Vaccines can help to prevent diseases and save lives. Diseases that are vaccine-preventable have a costly impact due to doctor's visits, time lost from work, hospitalizations, and premature deaths. National Immunization Awareness Month promotes the widespread use of vaccines to both protect lives and to prevent unnecessary costs and danger to employees from not being vaccinated. August is a perfect time to increase awareness at your agency or university about the importance of immunizations.



ACROSS	DOWN	1. SAFETY
ACROSS	14. CAPABILITIES	9. AGGRESSIVELY
3. DISTANCE	15. SHARE	13. BENEFIT
5. EVERY	DOWN	18. SAFETY
7. DESIGNATE	1. SPARINGLY	
8. UNSAFE	2. MORE	
10. IMPAIRED	4. COGNITIVE	
11. CHILDREN	6. EFFECTIVE	
12. KILLER	7. DRIVING	



**CROSSWORD
ANSWERS**

SAFETY & LOSS PREVENTION OUTLOOK

Florida Department of Highway Safety and Motor Vehicles Launches Inaugural Child Safety Awareness Month

Did you know that, according to Florida's Integrated Report Exchange System, there were 98,939 collisions throughout the State of Florida in August 2013, which was an increase of 1,061 collisions from the previous month? Many of these crashes were a result of motorists illegally passing stopped school buses or not taking extra precautions in school zones and neighborhood areas where children and teenagers were present.

Back-to-school time for children and college students creates new driving hazards due to the increased number of people and vehicles on the roads. In an effort to prevent crashes and other injuries that often occur in August from increased traffic hazards due to children returning to school, the State of Florida Loss Prevention Program (SFLPP) has joined the Florida Department of Highway Safety and Motor Vehicles (HSMV) in promoting its inaugural Child Safety Awareness Month.

The purpose of the campaign, whose theme this year is *"Every Child is a Human Caution Sign,"* is to remind state employees and Florida residents about the need to practice extra care on the roadways, especially in the months of August and September when students are returning to school.

"Whether playing in the yard, riding in the backseat of a vehicle, or waiting at a school bus stop, a child is a human caution sign," said Captain Nancy Rasmussen, Chief of Public Affairs for the Florida Highway Patrol and Back to School Safety Campaign Coordinator.

Each week of the campaign will focus on a different traffic-related safety issue involving children, such as avoiding back-over accidents, bicyclist and pedestrian tips, and school bus safety. In addition to the tips below, additional information can be obtained by visiting the HSMV website at: <http://www.flhsmv.gov/fhp/childsafety/>.

Be Alert While Backing

- Turn down your radio to better hear your surroundings.
- Keep your foot on the brake until you completely shift into reverse.
- Back out slowly.
- Teach children to never play in, on, around, or under vehicles.

Bicycle and Pedestrian Safety

- Ride in the same direction as traffic on the streets.
- Always use a headlight and taillight at night.
- Cross streets where pedestrians are expected, such as corners and crosswalks.

Bus Safety

- Motorists are required to stop when approaching a school bus that is stopped with its red lights flashing and STOP arms extended.
- At the bus stop, children should wait in a safe place away from the road and never on or near the roadway.

SFLPP encourages agency and university safety coordinators to share with their employees the importance of taking extra precautions in school zones and neighborhood areas where college students, children, and teenagers are present. Also, SFLPP would like to remind agency and university safety coordinators to take advantage of the Florida Department of Transportation's computer-based Defensive Driving course, offered through the Division of Risk Management's Moodle Learning Management System.



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Child Safety Awareness Month 2014



A Child is a Human Caution Sign



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**Bureau of State Employee Workers'
Compensation Claims** (850) 413-3123

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