



Policy #: HRM-8

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Ref #: 1302.47(b)(4)

Policy Council Approval Date:
10/29/19

COMPONENT: HUMAN RESOURCE MANAGEMENT

SUBJECT: SAFETY TRAINING

PERFORMANCE OBJECTIVE: Staff receive safety training in accordance with the requirements.

Safety Training: Staff with Regular Child Contact

- All staff with regular child contact have initial orientation training within three months of hire and ongoing training in all state, local, tribal, Federal and program-developed health, safety and child care requirements to ensure the safety of children in their care; including, at a minimum, and as appropriate based on staff roles and ages of children they work with, training in:
 - The prevention and control of infectious diseases;
 - Prevention of sudden infant death syndrome and use of safe sleeping practices;
 - Administration of medication, consistent with standards for parental consent;
 - Prevention and response to emergencies due to food and allergic reactions;
 - Building and physical premises safety, including identification of and protection from hazards, bodies of water, and vehicular traffic;
 - Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment;
 - Emergency preparedness and response planning for emergencies;
 - Handling and storage of hazardous materials and the appropriate disposal of bio contaminants;
 - Appropriate precautions in transporting children, if applicable;
 - First aid and cardiopulmonary resuscitation; and,
 - Recognition and reporting of child abuse and neglect, in accordance with 1302.47 b 5.

Safety Training: Staff without Regular Child Contact

All staff with no regular responsibility for or contact with children have initial orientation training within three months of hire; ongoing training in all state, local, tribal, federal and program-developed health and safety requirements applicable to their work; and training in the program's emergency and disaster preparedness procedures.