



WRMC Action Steps 2018

The true value of attending the WRMC is in the resulting action you take upon returning to your organization. The following list is intended to help you know where to start.

Action steps are measurable tasks or ideas you should be able to do or implement in your program within a reasonably short time frame. They are not meant as large sweeping changes, rather as small steps to move you forward in your risk management strategy.

Each presenter has contributed three action steps from their 2018 WRMC workshop. In some cases the action steps parallel the main take home points of the workshop; in other cases the action steps are examples of a multitude of possible follow-up action.

The following action steps are arranged alphabetically and include pre-conference workshops, workshops, posters, and short talks.

#TimesUp: Go Beyond Policy in Managing Harassment

Victoria Kerr, AJ Wojtalik

1. Develop clear harassment policy.
2. Build a training session that is useful and effective to your employee population.
3. Open a discussion about your cultural history and identify areas of power imbalances.
4. Clarify your reporting system and organizational response to a harassment claim.

5 Strategies for Growing an Organizational Culture of Equity and Inclusion

Nettie Pardue, BJ Allen

1. Identify specific areas where your organization can enhance the equity and cultural humility of trainings, administrative practices and organizational culture.
2. Deepen your understanding around how issues of equity and cultural humility manifest within your organization.
3. Engage members of your organization in an ongoing dialogue around equity and cultural humility and how they relate to staff training and development.

A Strategic Approach to Managing Risks at Your Organization

Mark Vermeal, Steve Pace

1. Lead your staff through an Enterprise Risk Management exercise.
2. Build a Heat Map of your organization's risks.

3. Assess the value of engaging in an accreditation process, and/or conducting an external risk management review, to further assess and mitigate the “Top 5” risks that you have identified.

An Effective Model for Training Program Staff

Aaron Ball, Joel Reid

1. Evaluate your program’s staff training through the lens of the Outcome Model
2. Design or redesign your program’s staff training structure and content based on current assessments of your program, including staff competencies, program activities, course area hazards and demands, and available resources.
3. Implement specific training concepts to produce higher quality risk management practices from your staff.

Analyze, Manage, Inform: A Guiding Principle for Organizations and a Useful Tool for Program Staff

David Yacubian

1. Introduce the AMI Principle at the Board, Executive, and Program level of your organization.
2. Implement the AMI Tool into staff training programs.
3. Engage marketing staff to ensure that constituents are being informed correctly of your program’s objectives.

And the Winner Is...(?) Hot issues, Hot Cases

Cathy Hansen-Stamp

1. Review your organization’s risk management plan and/or policies to identify or clarify 3 issues discussed in this presentation.
2. Identify 3 issues raised in this presentation that affect your operation and incorporate case discussion and outcome into your organization’s staff training on these issues.
3. Ask your legal counsel to review case law in your jurisdiction addressing 3 questions/concerns, relevant to your organization, which you identified in this presentation. As a next step, consider having legal counsel provide you with a brief review of case law and laws that specifically impact your operation, prioritizing discreet areas.

Beginning the Climb Toward Equity: Tools for Assessing and Managing Social and Emotional Risk

Elyse Rylander, Aparna Rajagopal-Durbin

1. Connect the dots between physical risk management tools and social and emotional safety.
2. Identify resources (tips and tricks, consulting services, etc.) for further investigation and improvement of their organization’s social and emotional risk management culture, policies and procedures.
3. Utilize our tools to interrogate their organizational strengths and weaknesses as it relates to biases towards specific identities.

Big Decisions in The Field (and Their Legal Implications) - Part III

Leslie Arutunian, Reb Gregg

1. Review your organization's policies for consistent field-based decision making.
2. Train for awareness and understanding of legal implications.
3. Align policies and practices with insurance coverage.

Building a Foundation for Understanding Inclusion

Greta Mills, Sydney Clark

1. Replace one book you are planning to read on a subject directly related to your work with a book on a similar subject by an author that identifies with a social group outside of the dominant categories.
2. Attend, and/or provide incentives for your employees to attend, one seminar or workshop on diversity, equity and inclusion in the outdoor industry within the next 6 months.
3. Join or organize a working group within your organization to address one specific area where there is room for improvement concerning diversity, equity and inclusion. Challenge yourself to look beyond sexism and focus on other daunting areas of inclusion in our industry, such as racial and ethnic diversity.

Building Homemade Shotguns with Pulleys

Nate Ostis

1. Rebuild your mechanical advantage kits and evaluate your expectations for guide/instructor personal protective equipment.
2. Create new standard within your river teams for proficiency building 3-5-9. (Simple 3:1, Simple 5:1, Compound 9:1)
3. Install new risk management principle when building mechanical advantage; add a re-directing pulley.

Case Studies in Wilderness Medicine

Shana Tarter

1. Review the experiences in which you have provided medical care, identify at least one thing that was different than you experienced in your training, and share that with your peers.
2. The next time you provide care in a remote setting, ensure you step away from the patient/scene, review your notes/verbalize your notes, and create physical or temporal distance before making key decisions.
3. Add an extended (12 or more hours) scenario into staff training to prepare instructors for long term care responsibilities.

Coming to the Rescue: What Happens During an Emergency Response to a Serious Incident in a National Park

Jay Shields

1. Work towards hiring qualified (trained, licensed and skilled) emergency first aid providers as part of your guide staff.

2. Find and partner with a medical professional who can advise your program, to help determine applicable protocols and procedures to guide your field staff in caring for clients
3. Develop and implement health forms for each client (allergies, emergency contacts, medical info, height/weight) that will be carried in the field. Sometimes called "triage tags," these forms are inexpensive and can be purchased at any online medical supply store. Integrate something like this into your general paperwork process.

Crisis Management: A Preplan in Action

Drew Leemon, Katie Baum Mettenbrink

1. Build or utilize a simple template to develop a crisis management plan.
2. Identify key players in your organization who will be involved with crisis management and assign roles and responsibilities.
3. Run a crisis drill to determine current areas of strength and areas that need improvement in your organization's existing crisis response capabilities.

Cultivating Outdoor Leadership through Storytelling: An Introduction to Relational Public Narrative Practice

Darren Gruetze

1. When you hear a staff member or participant spreading a narrative that undermines healthy group cohesion, communication, or inclusion, use the stories of separation and connection framework to intervene by identifying and reframing stories of separation.
2. Train staff members to use the storytelling and resonance practices to develop organizational culture and inspire staff toward ongoing commitment, mutual support, and distributed responsibility.
3. Incorporate participant story circles modeled on the relational public narrative framework into existing programming, as an ongoing practice.

Current Issues in Pre-Course Screening

Colby Smith, Joe Austin, Amberleigh Hammond, Greta Blessing, Bix Firer

1. Analyze how your organization is handling current issues in medical screening.
2. Identify potential loopholes in medical screening practice.
3. Plan a review of your organization's student information gathering process.

Dech'ita Nezq Gots'udí (Living on the Land in a Good Way): Decolonization, Indigenous Knowledges, and Risk Management Planning

Jess Dunkin, Walter Bezha

1. Identify the Indigenous group(s) in whose territory you live and work. Learn more about your obligations as a guest in this territory.
2. Review your programming to see how it privileges certain ways of relating to and being on the land over others.
3. Explore how decolonizing and anti-colonial methodologies can make your organization and risk management plans more equitable.

Developing Good Judgement and Decision Making

Loel Collins

1. The development of reflective practitioners.
2. Recognition of adaptability and flexibility as aspects of expertise in outdoor professionals.
3. Strategies that can be employed to develop sound judgement and decision making in neophyte instructors.

Do You Understand your Participant Agreement? Does Anyone?

Reb Gregg, Catherine Hansen-Stamp

1. Work with legal counsel to develop (or revise) your participant agreement, consistent with applicable law, your organization's mission and other relevant considerations. Remember that these documents should have informational (practical) value for participants, as well as articulate appropriate legal protection for your organization.
2. If you work with minor participants, have your legal counsel assist you in addressing this issue thoughtfully in your written participant agreement, and considering applicable law.
3. If you have, or are planning to have participants electronically sign your participant agreements, work with your legal counsel and e-sign provider to assure compliance with legal requirements regarding, e.g., the e-sign process, signature, and electronic storage, and retrieval of documents.

EEG Analysis of Competition Rock Climbers

Andrew Bailey

1. Participants will understand the mental processes underlying successful coping under stress.
2. Participants will be able to better prepare for the psychological hurdles experienced through outdoor activities.
3. Participants will be able to support others undergoing stress by providing targeted feedback.

Effective Outdoor Program Design and Management

Joel Reid, Aaron Ball

On the macro level, program and course safety depends on the ability of the administration to balance risk inherent in the program design with the competency of the field staff. On the micro level, course and activity safety depends on the site management ability of the field staff. Once you return to your workplace and using the knowledge gained from this workshop, plan a retreat with your management team to:

1. Review your outdoor programs mission and core design strategies to make sure they are aligned.
2. Review the design of your outdoor trips and activities—including their inherent hazards, participant skill levels, desired outcomes, and progressions—with your staffing requirements to ensure they are balanced.
3. Review your hiring, training, and promotional guidelines to ensure your field instructors have the site management ability to run a safe trip.

Embracing Culture Competence

Valeria de Jesús Casas

1. Include within SCA Pre-Program Site Visit activities, researching cultural significance of site.
2. Include Cultural Competency module within crew leader training.
3. Include Cultural Competency module in crew member orientation.

Emotional Safety Leads to Better Conservation Work: What an Exemplar Study of SCA Field Leaders Tells Our Industry About the Role of Emotional Safety in Programs

Josiah Downey

1. Review program materials and training to identify the extent to which there is a focus on fostering emotional safety.
2. Identify three practices from the examples provided by SCA and other peer organizations that couple be incorporated into their program/organization.
3. Conduct a sample of interview with the organization's own exemplar leaders to learn emotional safety practices specific to their organization/program.

Employer Liability, The New Frontier of Risk Management: The Accidental and Tragic Death of a Staff Member

Lach Zemp

1. Examining your corporate structure and understanding how creating separate entities may increase or decrease your risk of a legal claim.
2. Understanding a) how to manage an OSHA investigation and case and b) the impact that an OSHA investigation can have on a legal claim.
3. How to structure and manage a post incident investigation to minimize damaging evidence that can be used by OSHA and in a subsequent lawsuit.
4. Understanding the questions to ask your insurance broker to ensure you have the proper entities covered.

Expecting the Unexpected

Todd Duncan, Catherine Hansen-Stamp, Tony Rango

1. Identify 3 key organizational serious incident/crisis management needs.
2. Establish 3 core elements to develop your organization's risk management system.
3. Determine what legal resources you need to support your plan.

Federal Mandate Compliance and How it Applies to Outdoor Recreation and Education

Daniela Cross, Christine Upton

1. Walk away with a better base understanding of eight major federal mandates.
2. Analyze their own program for potential non-compliance areas.
3. Create an action plan of how to fall under compliance if an area of non-compliance should be found.

Have You Got it Covered? Insurance 101 with Exposure Scenarios that Could Lead to Catastrophic Organizational and Financial Loss

Steve Neal, Sam Daume

1. Plan a meeting with your insurance broker, legal counsel, and other professionals to review your organization's insurance program coverage with a goal of understanding what is and what is not actually covered.
2. Build a staff training module to promote awareness of relevant coverage and specific steps to mitigate exposures.
3. Develop an annual process to ensure all members of your organization understand the importance of timely and accurate reporting of insurable incidents.

Help Your Staff Address a Mental Health Concern

Kathleen Floberg, Claire Dzierzak

1. Incorporate a session during your staff training focused on addressing mental health concerns in adolescents.
2. Develop behavior indicators your staff can reference to help them determine if a participant should stay in the field or if they need additional support.
3. Identify areas of your program that can be changed or updated to support more kids, especially those who are already struggling when they come to your program!

Incident Management from a Litigator's Perspective: Facts, Honesty, and Compassion as Lawsuit Avoidance Techniques

Leah Corrigan

1. Review written materials discussing inherent risk and assumption of risk, and marketing materials to determine if message is honest and consistent.
2. Meet with staff and administrators to train on the importance of being comfortable with discussing inherent risk and getting client buy-in, and develop techniques that work within your organization for discussing and training on these issues.
3. Review your emergency response planning to determine if the methods or training are inconsistent with the bedrock principals of honesty, empathy, and information.

Inclusiveness and Adventure Activities: How Insurance Can Help

Don Pachner

1. Review your organization's insurance program from the standpoint of analyzing five different coverages that impact exposures for inclusivity and adventure risk.
2. Prioritize these exposures within your organization.
3. Fill in gaps of coverage and resource needs where needed.

Is Automation and Technology Derailing our Ability to Think Critically?

David Yacubian

1. Create a staff training exercise that allows staff to see the potential for passivity in decision making when decisions are device driven.
2. Review what devices/apps are used and for what purpose in your organization.
3. Share examples and case studies with program managers.

Kanakuk Child Protection Plan Seminar

Rick Braschler

1. Identify 9-10 "Low hanging fruit" child protective gaps in the next 90 days and shore up
2. Take the Child Protection Self-Assessment to determine your score against the 340 protection elements in the plan.
3. Contact your broker to notify your insurance carrier that you are implementing the Kanakuk Child Protection Plan for the prevention of child abuses.

Legal Issues 101: The Basics You Need to Know

Frances Mock

1. Pick the three most important issues from our discussion today that you need to address.
2. Chart out how to address those issues, what needs to happen, and who will do the work.
3. Set a timeline for getting that completed in the next 6 months.

Managing Behavioral Crisis in the Remote Setting

Laura McGladrey, Will Marling

1. Participants will be able to demonstrate three practical tools for managing challenging behaviors in remote settings.
2. Participants will be able to identify behaviors that present risk to staff and students in wilderness, and will be able to offer clear guidance evacuation plans for out of control program participants.
3. Participants will be able to initiate protocols related to managing self-harm, aggression, and disrupted communication in remote settings.

Managing Risk by Understanding Trauma

Jenna Westendorf

1. Provide additional trauma training for staff at your organization.
2. Plan a meeting with staff at your organization to brainstorm ways to make program elements specific to your organization trauma-informed.
3. Develop a system to support instructors both in managing students' trauma in the field as well as in debriefing their own experience of the students' trauma after returning from the field.

Media Training: Preparing for the Hot Seat

Heidi White

1. Identify areas for improvement in their organization's crisis communications plan.
2. Gain a better understanding of how to become an effective spokesperson.
3. Experience being in the hot seat in a mock media interview.

Near Miss and Expedition Trauma Response: The How of It

Laura McGladrey, Brendan Madden

1. Create plan for cultural awareness of occupational stress exposure in wilderness programming.

2. Return to program staff and teach three ‘ingredients’ of an event that may be identified on course evaluation.
3. Create a brief action plan for support of identified near miss trauma for field staff.

No More Blind Spots! Managing Risk Through Incident Analytics and Organizational Culture

Rick Curtis, Steve Smith

1. Learn how to implement a cloud-based incident tracking and analytics system into your risk management plan. Clearly define what constitutes a reportable incident, and near miss, and reinforce those definitions through training, manuals, and ongoing feedback to staff. Understand how to use advanced data analytics tools to “deep dive” into your data to spot trends and develop actionable next steps
2. Evaluate if there are systemic or cultural barriers to incident reporting or effective use of incident data in your program.
3. Work with your senior leadership and insurance/HR/legal counsel to clarify what happens once an incident report is submitted, and what can be shared to foster a positive environment of timely learning.

NOLS Risk Management Training for Administrators

Nate Ostis, Emily Ledingham, David Yacubian

1. Take two exercises from the training and use them in an administrative staff training in the next six months.
2. Ask your insurance carrier if they have tools that you can use for driving training.
3. Clarify emergency response roles and procedures, in writing, with your contractors.

Now What? Bringing the WRMC Back to Your Organization

Alex Kosseff, Andy Leider

1. Develop a plan to bring ideas from WRMC to your organization/program.
2. Identify internal organization/program supporters and external resources to support the action plan.
3. Identify the next points of learning based on ideas from WRMC.

Parent Phone Call Practice Lab

Paul Dreyer

1. Identify two characteristics or behaviors of potential parents (or clients) that are likely to hook you into angry or defensive communication. Write down one strategy for responding constructively to each of those behaviors.
2. Identify five pieces of information you want to have written down before making your next parent phone call about a behavioral incident. Then do the same for a medical incident. Incorporate those lists into your next staff training.
3. Identify two people in your program or a similar program who can serve as resources for you in preparing for or debriefing a challenging parent phone call. Contact those people in the next six months about serving as resources for you in the future.”

Preparing for the Unexpected

Mark Tozer

1. Create realistic scenarios to train their organization's sea kayak leaders in readiness for potential emergencies on and off the water.
2. Identify 3-5 risk recognition strategies that will go towards formulating robust operating principles for organizations that have sea kayaking as an activity.
3. Run through risk assessment and incident management plans that test the organization's principles of planning, anticipation, communication, group management, route choice and response.

Preventing Lyme Disease and Tick-Borne Infections: What You Need to Know

Jo Ellis

1. Make sure your first-aid kits include tick removal tools, tick-saving receptacles and information on early symptoms of Lyme and the various co-infections that accompany Lyme disease.
2. Pledge to order and mount our FREE "tick-check" signage—permanent, durable, waterproof signs to remind employees to check themselves for ticks daily—that can be mounted in locker and shower rooms.
3. Commit to taking tick bites seriously and have a meeting internally to download and complete our webinar with colleagues and understand the very serious health ramifications of an untreated tick-borne infection.

Psychological First Aid: Train the Trainers Seminar

Laura McGladrey

1. Participants will plan a course outline for teaching and implementing psychological first aid that fits their program's staff training module.
2. Participants will teach establishing safety and decreasing arousal as primary goals of field guides who are first responders to overwhelming stress (trauma).
3. Participants will develop mechanism to evaluate the effectiveness of their first year of program training in psychological first aid.

Quick and Effective Risk Management Training for Your Staff

Reid Anderson

1. Create a Staff Training module for Wilderness Risk Management.
2. Integrate risk management concepts throughout staff training to foster a culture of risk management.
3. Create a practical resource to help your staff carry out best practices of risk management in the field.

Recognition and Care of Drowning Incidents

Anna Johnson

1. Review AED protocols for drowning victims.
2. Examine your current water safety practices.
3. Document maintenance/replacement schedules for flotation aids.

Resilience Engineering Meets Outdoor Risk Management

Morgan Reynolds

1. Participants will be introduced to resilience engineering concepts as they relate to outdoor risk management concepts.
2. Participants will reflect on their organization's risk management practices as they relate to resilience engineering best practices.
3. Participants will be challenged to identify changes that could be made to their organization based on newly-learned resilience engineering concepts.

Risk Management Lessons from Airplane Safety Cards

Eric Boggs

1. Find Risk Management lessons in atypical locations.
2. Generate and inspire creativity in staff training and development.
3. Use metaphors and meaning making in risk management education.
4. Never see an airplane safety the same again.

Risk Management: The Traumatic Aftermath

Will Marling

As an introduction to area of crisis response and intervention:

1. To identify emotional needs after a critical incident, risk managers should diagram the emotional impact to determine priorities
2. To equip team leaders with skills to support those harmed and traumatized, risk managers should introduce crisis intervention checklists to team leaders during training.
3. To promote physical and emotional health, risk managers should follow a self care checklist with every managed incident.

Root Cause and Systems Analysis: A Technique for Incident Investigation

Mark Vermeal, Mike Pigg

1. Identify areas of Organizational resistance to root cause analysis.
2. Revise incident reporting paperwork to incorporate appropriate root cause analysis techniques and outcomes.
3. Develop an incident analysis training course for Program Administration staff.

Simplifying the Roll

Helen Wilson

1. Work on the kayak roll.
2. Develop a stronger relationship to the water, the paddle, and the kayak.
3. Practice safe technique.

Small Organization Emergency Response Plans: Where Do I Start?

John Kelley

1. Identify 3-5 professional resources that can assist your organization in the area of risk management.
2. Identify the key individuals within your organization who can assist in building your organization's risk management plan.

3. Identify regional and local (EMS, SAR, law enforcement) and work to build collaboration in the event of a crisis.

Steering the Ship: Risk Management Training for Senior Leadership

Steve Smith, Josh Cole

1. Plan a meeting with senior staff to assess organizational structure, roles and culture pertaining to risk management;
2. Evaluate how you receive and respond to incident data, not just critical incidents;
3. Identify three ways for the ED to role model and inspire a culture of risk management

Supporting Struggling Participants: Managing Behavior and Mental Health Issues

Katie Baum Mettenbrink, Emily Ledingham

1. Define 2 zero-tolerance and 5 case-by-case participant behaviors for your program. Check alignment between administrators and field staff at next opportunity by soliciting examples of each and discussing.
2. Query field staff about challenging behavior or mental health incidents they have faced. Choose 2-3 as case studies for next staff training or briefing. Talk through the case studies and identify what management strategies might be appropriate and how staff could determine whether the situation is field manageable.
3. Make a list of 5 questions you'd like field staff to consider in assessing a challenging behavioral or mental health issue. Aim for questions that will help your staff decide whether the participant should continue on your program.

SWAY, a Decision-Making Training for Your Team

Gary Thompson

1. Lead a training that will allow staff/students to identify decision-making traps and processes.
2. Create a vocabulary for decision making that allows teams to be more intentional both in the moment and during debrief and front-loading.
3. Assess what staff competencies in decision making.

The Art (and Science) of Giving Bad News: Critical Incident and Death Notifications

Will Marling, Jay Satz

1. Review the crisis management/response plan (Plan) to evaluate policies and procedures surrounding notifications.
2. Revise the Plan to incorporate notification procedures.
3. Implement notification training for those responsible for such communication."

The Foreign and the Familiar: International Emergency Response

Tim Hare

1. List the resources that you currently have in place to support your international programs.
2. Identify blindspots (trainings, medical resources, cultural understanding) and develop a strategy for addressing them.
3. Find one person at this conference from a different culture and talk to them about differing perceptions of risk between your two cultures.

The Human Behind the Factor: A Brief Look at How Context Informs Practice in Backcountry Users

Laura Maguire

1. Consider how qualitative research methods can assist wilderness programs in refining and supporting evidence-based program development.
2. Emphasize the importance of mentorship and apprenticeship in their delivery models.
3. Expand internal research methods to include ethnographic or qualitative studies.

The Most Dangerous Thing We Do

Paul Dreyer

1. At least one new idea about how to improve your driving/vehicle policies.
2. Plan a meeting to look closely at your driver training to assess if it needs any changes.
3. Leave this session with 2-3 questions you want to ask - either Paul in follow up, your insurance agent, or someone else.

Top 10 Current Risks Management Issues for Recreation Providers

Tracey Knutson

1. Entities should have greater awareness of where their practices intersect with new and increasing liabilities.
2. Entities will have a heightened awareness of what the latest greatest claims are being made by plaintiffs and their counsel and how to avoid those traps.
3. Entities will be able to take these issues back and examine their existing policies and procedures for areas that can and should be updated or revisited.

Training Simulations: Principles for Effective Learning

Katie Nelson, Kim Glodek

1. Improve implementation of field staff simulation training using these best practices and principles of effective delivery.
2. Deliver, to field staff instructors, new (and/or improved) simulation trainings in a progression to ensure appropriate understanding, implementation and execution of learning in the field.
3. Assess the effectiveness of current training strategies and design a plan to add at least 1 (or more) simulation trainings to appropriate subject areas.

Training to Failure and Other Unlikely and Highly Effective Training Strategies

Jeff Jackson

1. Use your own incident reports to articulate the boundary between normal and non-normal events.
2. Look for ways to provide training that has meaningful interaction with inherent risks in your program.
3. Focus on sense-making over decision making, on boundaries, and on coping skills.

Tying the Strongest Knots: Building an Organizational Culture of Risk Management

Steve Smith

1. Consider the relationship between your risk management goals and your organizational mission, and make sure they are aligned.
2. Consider the risks that are beneficial ones for your organization to pursue, and focus on going towards those.
3. Utilize learning from near-misses as a stepping stone towards creating a culture focused on risk management goals.

Volunteer Training Strategies for Effective Risk Management

Claire Nelson, Holly Barrass

1. Develop or review your existing volunteer training standards for your organization.
2. Seek information about UIAA Volunteer MQLs and how that might affect your organization and training.
3. Create spaces where you can spend time with volunteers building relationships and collaborating on change.

Walking Towards the Storm: Lessons from a Crisis

Jonathan Igoe

1. Assign roles and responsibilities to specific people at your organization and inform them of their responsibilities in a crisis. These include media spokesperson, family relations (on site), crisis response and ongoing operations.
2. Generate a list of the people you must contact in a crisis (attorney, insurance, board, trustees) which includes phone numbers and email addresses; and a list of login credentials for your website and social media accounts.
3. Plan for how you would structure your office space in a crisis so that you have adequate private space for conversations with the media, dedicated space for crisis response and, separately, space for ongoing operations.

What Did I Learn and Create After Catching a Child Molester?

Rick Braschler

1. Immediately contact your insurance broker and follow the checklist I've provided regarding sexual abuse coverages.
2. Go to the link I've provided to review your state's child sexual abuse definitions and reporting guidelines.
3. Create a staff code of conduct clearly outlining appropriate, inappropriate and illegal boundaries.

Wilderness First Responder Recertification

Gates Richards, David Janney

1. Renew Wilderness and CPR certifications.
2. Use the course content to compare current trends in wilderness medicine decision-making guidelines with an individual's organization protocols.
3. Develop 3 wilderness medicine scenarios to use in staff training.