POSTC-Accredited Training and Education Programs for Law Enforcement

For a complete list of upcoming trainings and to register online, please visit CIRMATraining.org
Bloodborne Pathogens
- Earn 1 Hour POSTC Training Credits

Learning Objectives
There are over 100 types of bloodborne pathogens, such as viruses, bacteria, and parasites, that can be present in the blood or other body fluids of infected humans. Although the two most publicized are the human immunodeficiency virus, or HIV, and the hepatitis B or HBV virus, others are also dangerous, such as malaria, syphilis, Lyme disease, and the Epstein-Barr virus.

For employee awareness and protection, OSHA requires employers to have an Exposure Control Plan, (Bloodborne Pathogen Standard 29 CFR 1910.1030), in place. Park and recreation personnel, EMTs, and nurses are some of many job functions where bloodborne pathogen exposure can be a real threat.

Your Exposure Control Plan must contain a training component. This training program is designed to meet the annual training requirements of the Bloodborne Pathogen Standard by introducing and reviewing information on exposure risks, universal precautions, personal protective equipment, engineering controls, safe work practices/housekeeping methods, exposure control plan components, reporting procedures/requirements, and more.

Participants will learn prudent behaviors and practices to deal with bloodborne pathogens in the working environment.

Participants will learn:
- Code requirements for the OSHA Bloodborne Pathogen Standard,
- Awareness of Bloodborne Pathogens in the workplace,
- Assessment of Bloodborne Pathogens including proper precautions and protection relative to potential exposures,
- Actions to be taken upon exposure to Bloodborne Pathogens.

Participants will learn how to secure and maintain a safer working environment in the work arena relative to the OSHA Bloodborne Standard.

Audience
- Risk Managers/Safety Directors
- Police Chiefs/Training Officers
- Fire Chiefs/Fire Safety Officers
- Maintenance Personnel
- Public Works Directors/Supervisors
- Parks & Recreation Directors/Supervisors
- School Custodians
- School Nurses
Defensive Driving for Police
- Earn 2 Hours POSTC Training Credits

Learning Objectives
According to the most recent statistics from the National Law Enforcement Officers Memorial Fund, 2008 was the eleventh consecutive year that vehicle-related incidents were the leading cause of police officer deaths in the line of duty. In fact, more officers died in automobile crashes (44) than by gunfire (41) that year. Especially tragic is that so many of these incidents could be prevented if better driving techniques and judgment were used behind the wheel.

Law enforcement agencies need a broad range of training programs to prepare officers to safely handle the many dangers that they face. Gun-related deaths have been successfully reduced by increased training, refinement of procedures, and advances in technology. Vehicle-related deaths and injuries can be reduced as well by safe driver training and using better driving practices.

In this CIRMA training program, you will learn the driving skills and techniques to help prevent collisions and violations. You will learn to spot the common types of driving errors that contribute to collisions, and the emotions, risky driving behaviors, and attitudes that contribute to accidents.

Training program topics include:
■ Awareness and statistics of police vehicle accidents,
■ Review of state statutes,
■ Review of five common crash causes,
■ Review of special traffic considerations,
■ Roadway scene safety,
■ Risk management best practices,
■ Review of response vehicle policies.

For more information about our training programs, email cirmaworkshop@ccm-ct.org or call your CIRMA Risk Management Consultant at 203.946.3700.
Employment Practices Liability for Law Enforcement
- Earn 2 Hours POSTC Training Credits

Learning Objectives
This CIRMA training and education program will address the unique legal responsibilities and obligations of municipal law enforcement agencies to their employees. The cost of employment practices liability is high—and climbing. The average defense cost of a single lawsuit now approaches $100,000 and the average award is about $500,000. Many claims are brought because organizations are not aware of the many laws governing the employment relationship.

CIRMA’s legal experts created this workshop to help municipal leaders better understand the most recent changes in employment liability as it relates to law enforcement organizations. Employment liability law is more complex than ever, and public entities have the most complicated exposures of all. Learning the legal basis for employment claims is the first step to developing effective loss prevention strategies. This is true for employment termination, as well as hiring, promotion, discipline, and other employment-related decisions. Even employees covered by union contracts, although not working “at-will,” can take advantage of federal, state, and local employment legislation and many state common law (non-statutory) to file claims that are unrelated to their collectively bargained agreements.

Topic discussions include:
- The Americans With Disabilities Act,
- Title VII of the Civil Rights Act,
- Due Process concerns in discipline/termination,
- How to investigate sexual harassment,
- Ethics and nepotism,
- Religion, gender-based and disability related accommodation,
- Employee discipline after a finding of disability.

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Freedom of Information Act: Understanding and Avoiding Liability
- Participants will earn 2 Hours POSTC Training Credits!

Learning Objectives
Although the FOIA statutes were written to strike a balance between the need to achieve transparency in government operations and the need to protect the personal privacy of public sector employees, there are important legal issues that municipal and school leaders should understand to avoid liability. This seminar discusses the impact of FOIA on employment practices and personnel records management, as well as other potential liabilities, state statutes, case law, and risk management best practices.

Audience
- Supervisory staff
- Human Resources Directors/Supervisors
- Municipal Officials
- School Officials

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OSHA 300 Electronic Recordkeeping and Reporting
- Earn 3 Hours POSTC Training Credits

Learning Objectives
This interactive session will discuss the rules of the CONN-OSHA standard for record keeping and reporting. Attendees will learn how to properly report and recorded occupational injuries and illnesses, including how to fill out the OSHA 300 Log of Work-Related Injuries and Illnesses. The new electronic reporting requirements will also be discussed. If you are responsible for completing the documents required by this rule or if you supervise the person that completes the forms this class is essential!

Audience
- Municipal and school leaders, managers, and supervisors
- Risk managers / Safety directors
- HR directors & staff
- Workers’ Compensation claims contacts

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Preventing Sexual Harassment & Ethics
- Earn 1.5 Hours POSTC Training Credits

Learning Objectives
Sexual harassment is one of the most emotionally charged and legally complex issues facing managers today. It continues to make headlines, and costs employers millions of dollars in legal fees, lost productivity, and turnover.

Sexual harassment can happen anywhere at anytime to anybody. Nonetheless, employees are protected from sexual harassment in the workplace under federal and state law. Training employees to clearly understand what sexual harassment is—and what to do about it—is an effective and timely investment.

Connecticut organizations with 50 or more employees are required to provide training on sexual harassment prevention to all of their supervisory personnel. All new supervisory employees must be trained within six months of their start.

This CIRMA training program helps participants to quickly learn to apply the important elements of carefully and correctly handling sexual harassment issues and complaints.

This interactive program:
- Defines sexual harassment.
- Explains the legal definitions of sexual harassment and the employer’s responsibilities.
- Discusses ways to prevent sexual harassment.
- Explains how to handle sexual harassment complaints.
- Teaches how to build and maintain a positive, respectful work environment.

Audience
- Chief Elected Officials
- School Superintendents
- School Business Managers
- Risk Managers
- Human Resource Professionals
- Department Supervisors/Managers

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Public Safety Hiring: A Review of Best Practices
- Earn 2 Hours POSTC Training Credits

Learning Objectives
The hiring process in law enforcement and emergency services can be a lengthy and complex process that is often conducted by the department itself. If any one step is not performed correctly, departments may face liability claims ranging from ethical and conflict of interest charges to discrimination complaints. Although most missteps are simple oversights, they still require the department to defend against the claim and endure the reputational loss.

CIRMA and its Public Safety Hiring Task Force has partnered with Attorney Mike Rose and the attorneys at Rose Kallor, LLP, to develop risk management best practices specifically for emergency services organizations. This CIRMA training and education program provides fire, law and other public safety leaders expert guidance on all aspects of the hiring process, including the ADA, EEOC, Background Checks, Conditional Offers, as well as emerging topics such as Medical Marijuana, Opioid Use, Diversity, and Application Fees.

Audience
- Police Department Leaders
- Fire Department Leaders
- Ambulance/EMS Directors
- Chief Elected Officials

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Understanding Ethical Issues in Law Enforcement

- Earn 1.5 Hours POSTC Training Credits

Learning Objectives
Police integrity and ethics are fundamental to effective policing and help build trust within communities. Sound conduct by police improves community interactions, enhances communication, and promotes shared responsibility for addressing crime and disorder.

Police departments can repair and strengthen community relationships by training officers on the canons of ethics and understanding the public’s perception of their actions when caught in the glare of social media and traditional news. When developed, this new understanding creates an environment in which effective partnerships between the police and citizens can flourish. This training and education program provides critical resources to ensure integrity and ethics are well-understood and embedded in the culture of policing.

This interactive program:
- Understand the Law Enforcement Canons of Ethics.
- Understand the impact of the media on Law Enforcement Agencies reputations.
- Understand the role of social media and the associated perceptions.
- Discussion on ways to incorporate ethics as part of a departments culture.
- Teaches how to build and maintain a respectful work environment and good relationship with the public.

Audience
- Chief Elected Officials
- School Superintendents
- School Business Managers
- Risk Managers
- Human Resource Professionals
- Department Supervisors/Managers

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Understanding the Risks of Social Media Use in Law Enforcement

- Earn 1 Hour POSTC Training Credits

Learning Objectives

Social media is a new major source of liability--and a public relations risk--for municipal operations. Beyond the news stories of damaged careers and expensive litigation, lie a host of legal and operational issues.

The line between legally protected speech or not, confidential or not, is thin and easily misunderstood. One thoughtless, unprofessional post to Facebook or a reckless Instagram can spark a public firestorm about privacy, breaches of confidentiality, or ethics violations. Within the town hall, misuse of social media can be the source of malicious rumors or unlawful disclosures that threaten morale, safety, and effective operations.

This CIRMA Training & Education program will help municipal leaders and employees understand the ethical and legal issues surrounding the use of social media and better enable them to protect the effective operation of their department, their professionalism, and public image of the town.

Training program topics include:

- Legal issues and recent cases.
- Department policies and codes of ethics.
- Do’s and Don’ts for social media use.

Audience

- All Law Enforcement employees.

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Work Zone Safety for Law Enforcement

- Earn 2 Hours POSTC Training Credits

Learning Objectives

There has been a steep increase in the number of injuries and fatal accidents that result from motor vehicle crashes in work zones. As our road system ages and traffic increases, road maintenance, repair, and expansion has become a high priority for municipalities. To accommodate the increased amount of road work being performed, more work is being performed at night and during peak traffic times. Factor in distracted drivers and increased cell-phone use, the result is a hazardous mix for workers, drivers, and pedestrians alike.

This course teaches police officers how to safety conduct traffic in Work Zones, to protect the public, workers, and themselves.

Topics include:

- Detailed discussion on work zone incidents and ways to prevent accidents from occurring.
- Personal Protective Equipment and the recent ASNI Standard 107-2004; plus ways to make workers more visible to adjacent traffic.

Audience

- Police Officers
- Police and law enforcement leaders
- Risk managers

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