1) Emergency Communications at CSU (IT/Phones During Emergencies) - Scott Baily

2) Energy Conservation

3) Ergonomics - Frank Gonzales

4) Evacuations & Protect in Place (PIP) - Bob Chaffee

5) Fire Safety - Ken Quintana

6) Introduction to “Recovery” in Emergency Operations - Bob Chaffee

7) Media Relations - Dell Rae Ciaravola - discussion only

8) Proctor’s Role - Lorie Johnson, South Campus

9) Right to Know - Jim Graham

10) Threat Assessment & Management - Dwight Burke & Lanai Greenhalgh
How it all started – with lipstick.....

Assumptions

- No method of communications will ever be close to perfect; therefore multiple methods of communication will be used
- Different methods of communications are appropriate for different circumstances
  - E.g. difference between ‘alerts’ and ‘communications’
- Individuals will have to assess the situation, use appropriate judgment, and sometimes ‘take charge,’ especially building proctors
- We generally prefer to use our own communications systems, for control, reliability and coverage reasons
Communications Technologies

- Web – takes awhile to compose and post something, a 'communications' medium
- Email – takes minutes to compose and send something, but can take up to 15 minutes for delivery to entire campus; listserv quick
- Telephone – almost immediate, but limited in number of participants
- Text alerts – minutes, if infrastructure is working and not saturated
- VoIP portable phone kit for CSUPD

“Meet Me” Telephone Call-Ins

- “Meet me” conference call ins
  - Limited to 50 participants who must call in to the “meet me” number, uncontrolled who calls in
  - One “meet me” number per VP/Dean (next slide)
  - Must be pre-arranged: dial in to a preset number, at time, date
  - Do not need to be pre-scheduled, but there are “preferred” times to call in
  - Rings until 2nd person dials in, times out after awhile
  - Do a test!

“Meet Me” Call in Assignments

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Pre-set Conference Calls

- An individual dials a specific 491 number that is pre-set to dial out to up to 50 pre-assigned participants
- Message "Please stay on the line. The campus emergency and warning notification system is being activated. An important conference will begin within one minute."
- Usually initiated by PST, CSUPD, etc.
- But, most can be accessed by anyone
  - Choice: restrict to on-campus lines? Generally, “no.”
- How many have experienced one or more?

Pre-set Conference Calls (cont’d)

- One pre-set for general purposes
  - Only goes to 'top 50'
- One pre-set each for each of:
  - Four quadrants of main campus
  - Foothills campus
  - South campus
  - Others, special purpose
Cell Phones

• RAVE Alert
  ▫ Using eID, login to RAMweb ‘Applicants and Current Students’
  ▫ Under the ‘Records’ heading, click on ‘Change My Text Messaging’
  ▫ Options’ and enter your phone number
  ▫ Text message limits: 160 characters, better to limit to 60 or so
  ▫ [CSUPD Alert] or [CSUPD Test Alert]
  ▫ Used for ‘alerts,’ i.e. commands; not for general communications,
    except possibly a ‘stand down’ notice
  ▫ Examples: ‘Stay away from Moby gym.’ “Lock yourselves in.”
  ▫ Accessible via the RAVE home page, to specific individuals, who
    must log in using their eID
  ▫ Delivery is very fast, minutes to 30,000 users, if the
    infrastructure is working well
  ▫ Example: Severe weather alerts

Other Telephone Technologies

• E911 (Enhanced 911)
  ▫ Calls placed through CSU’s telephone switch
    transmits caller ID and building/room info,
    provided input correctly by departmental HR staff
  ▫ Cell calls are routed to City, along with Latitude / Longitude location info
  ▫ 30 meter accuracy, if GPS enabled
  ▫ If on campus and no Fire/EMS required, transferred
    to CSUPD for their action. Otherwise, City notifies
    CSUPD and dispatches appropriate response teams

R911 and ‘Amber Alerts’

• Activated by any authorized LETA Government Partner. Alerts may be sent to an individual, a
  group, or by geographical region. When sent by geographic region, alerts are sent based on info
  in the 911 database, or entered by citizens registering cell phones to receive alerts.
• Sign your cell phone up at:
  http://www.leta911.org/
For More Information, Contact

- Telephone questions
  - Jim Hebbeln, telephone switch tech, 491-1014
- Rave questions
  - Randy Miotke, RAVE support, 491-7733
- Email questions
  - James Cizek, Unix manager, 491-7432
- General questions
  - Scott Baily, ACNS/Telecom, 491-7655
  - Pat Burns, VP for IT, 491-1833

Questions

- Are most welcome!
Why am I here today?

- I need your help

- Did you know about our commitments at CSU
  - CSU signed the Talloires Declaration in 2001
  - American College and University Presidents Climate Commitment (ACUPCC)
    - Signed June 2008
    - Comprehensive GHG inventories each year
    - Climate Action Plan completed Sept 2010
    - CAP Update completed January 2013
  - Mandatory GHG reporting to EPA began Jan 2010

What Makes up CSU's GHG Footprint?

- Airline Travel
- Agriculture
- Electricity
- Natural Gas
- Refrigerants
- Solid Waste
- Transportation – Commuter
- Transportation – Fleet
GHG Footprint – FY13

Where CSU’s electricity comes from

3 numbers:

165,395,997 kWh consumed by CSU in FY13
372,273 kWh consumed by Johnson Hall in FY13
11,011,000 $’s spent by CSU for electricity in FY13
Efficiency / Conservation

- Energy efficiency
- Energy conservation

- What my building can do for me
- What I can do for my building

How YOU can make a difference

- Turn off lights
  - In empty rooms, bathrooms, offices
- At the end of the day, turn off:
  - Your computer
  - Your monitor
  - Your speakers, radio, and lava lamps
- Eliminate phantom loads
  - “If it’s not in use – turn off the juice”
  - It’s OK! – give permission to help!

How to recognize “phantom loads”
What about an energy conservation smack-down?

Johnson Hall  Student Services

How is Johnson Hall doing?

| Johnson Hall - electricity usage - month-by-month |
|-----------------|-----------------|-----------------|-----------------|
| MONTH | FY07 | FY08 | FY09 | 3-year moving average | FY09 | Annual % change | % change |
| Jan | 28,406 | 21,308 | 10,880 | 20,465 | 20,199 | -49 | 13 |
| Feb | 27,910 | 21,647 | 10,652 | 20,369 | 20,591 | 98.3 | 19.5 |
| Mar | 20,678 | 19,751 | 10,509 | 19,620 | 19,906 | 69.6 | 19.6 |
| Apr | 19,850 | 19,607 | 10,275 | 19,063 | 19,906 | 19.6 |
| May | 20,773 | 15,966 | 10,112 | 19,303 | 19,906 | 19.6 |
| Jun | 20,391 | 15,751 | 10,079 | 19,130 | 19,906 | 19.6 |
| Overall | 96,424 | 70,459 | 39,273 | 93,000 | 93,000 | 0% | 0% |

What will you do?

“Nobody ever made a greater mistake than he who did nothing because he could only do a little”

— Edmund Burke
Why do I do this work?

- Do you know Wangari Maathai?
- http://www.youtube.com/watch?v=IQMW6YWjMxw

Will you be a hummingbird?

Thank you for your time … and conservation efforts

Stacey Baumgarn, Campus Energy Coordinator
Stacey.Baumgarn@colostate.edu / 491-0328
Environmental Health Services

Ergonomics Program

Ergonomics
Ergonomics

What is Ergonomics?

Ergonomics is the study of work
- Work Smarter, Not Harder!
- **Designing** the job to fit the worker, not forcing the worker to fit the job."
  - Furniture layout, work process setup, pipette use, etc.

The goal of the program is to try reduce or eliminate employee injury risk exposures while increasing productivity and efficiency.

Examples of Ergonomics

- Adding/using carts
- Raising/Lowering shelf heights
- Ergonomic tools
  - Appropriate grip diameter
- Lift devices
- Machinery
- Safety shoes, non slip floors
- Anti fatigue mats
- Stools

How Ergonomics Helps

- Fewer Injuries
  - Liberty Mutual Estimates
    - $48.6 Billion - Disabling Workplace Injuries
    - Overexertion = 25% = $12.4 Billion
    - Repetitive Motion = 4% = $2 Billion
- Increased Productivity
- Increased Efficiency
- Improved Quality of work
- Improved Employee attitude
- Makes the job easier
Ergonomics Program

- What Services are Provided?
  - Job Site Analysis (JSA’s)/Ergonomic Evaluations
    - Individuals and Groups (tasks, jobs)
      - It all starts with a JSA
  - Training sessions
    - Office, Industrial (can be specific to dept/job/task)
  - Written Documentation
    - Reports (problems, recommendations, etc)
  - Equipment Loans
    - Computer Equipment, mats, knee pads, gloves, etc (as available)

Matching Funds Program

- Ergonomics now has a matching funds program
  - 50% (up to $500 per employee per FY)
    - Certain criteria must be met
  - Limited Budget
- See Ergonomics website for details
  - www.ehs.colostate.edu/ergonomics

How can eval/training be setup?

- Call or email Frank Gonzales, EHS 491-2724
  - Discuss the needs of jobs, tasks, injuries, worries, risks, etc
- I will visit your job site (dept), analyze jobs, collect data, take pictures, etc
  - Possibly several occasions/days
    - (Provide a job analysis to collect training data)
- I will setup a PPT presentation and finalize training with the data and materials collected
What is included in training?
- Background
- The “problem jobs”
- Examples of Ergonomics
- Benefits of Ergonomics (how it can help)
- Injury Risk Factors
- Signs & Symptoms
- Common Injuries
- Recommendations to fix the problems
  - Eng vs. Admin Controls
  - Reduce injury risk
- Right way vs. Wrong way
- Injury Prevention information
  - Stretches, exercises, break time

Ergonomics Program
- The goal is to Prevent any and all injuries if possible
  - By providing job analysis, making recommendations, helping with changes, etc
- Manage injuries as they occur if they cannot be prevented
  - Help prevent re-injury
  - Increase safety
  - Decrease injury risk

Who can have eval/training?
- Supervisors, Employees, etc

Anyone or any group desiring training can request it be provided
Your Questions?

Contact information

Environmental Health Services
491-6745 main line
491-2724 my office
Frank.Gonzales@colostate.edu
www.ehs.colostate.edu/ergonomics
Evacuation Plans

The Proctor’s Role

How Do Plans Happen?

- The C.S.U. Emergency Manager can assist with evacuation planning. Call 567-6589 for a planning meeting.
- These evacuation plans should be posted near main doors, restrooms, fountains, and other 'common gathering points' as EHS or Poudre Fire Authority advise.
What Do Plans Tell Us?

- Evacuation plans show routes to nearest exit and an alternate
- “You Are Here” may be indicated
- Fire extinguishers, AEDs, ‘areas of refuge’ and other tools may be noted
- When planning with EHS and your staff, gathering areas/rally points, and alternates, should be designated for ‘head counts’ (DON’T SHOW THESE on plan)

Legend for Evacuation Maps

- Red = “You Are Here”
- Blue = Fire Alarm Pull Station
- Green = Exterior Exit
- Black = Fire Extinguisher
- Black AED = AED Cabinet

Review of Plans

- Each year, the posted evacuation plans and routes should be reviewed [good time to review communication plans too!]
- Even when no changes occur, the date should be noted so persons in your building know the plan is ‘up to date’
- Changes in floorplans, exits, etc. should be noted clearly
Plans Are Only Good With Practice

- An annual evacuation drill should be conducted so staff and others are familiar with evacuation routes, alternate routes, and where they are expected to gather for head counts
- Alternate locations should be practiced for weather concerns and go “UP wind”, “UP stream”, and “UP hill” from the hazard

Protect In Place

- As you learned in Tier 1 and 2, there are occasions to ‘protect in place’
- Dangerous animal or person outside; severe weather, release of toxic gasses are a few examples
- You may want to discuss how to ‘reverse evacuate’ and “lockdown” your building at staff meetings and training!
- What about a fire alarm during “lockdown”?!
Fire Safety

Ken Quintana
Environmental Health Services
Ken.Quintana@ColoState.Edu
141A GSB 491-4749
567-6589

Topics

• Emergency Response to CSU
• Types of Fires
• Types of Fire Extinguishers
• Be Prepared Before an Emergency
• AED’s on Campus
• Question and Answer
Emergency Response to CSU

- All 911 calls to University Dispatch and then to City Dispatch (cell phones)
- Call 911 FIRST before trying to fight a fire
- PFA response time
  - 2 – 4 minutes
- PFA “in charge” once on scene
- EHS Emergency Responders

Classification of Fires

- Class A (Ordinary Combustible Materials)
- Class B (Flammable Liquids)
- Class C (Electrical)
- Class D (Combustible Metals)

Class A

- Ordinary combustibles or fibrous material, such as wood, paper, cloth, rubber and some plastics.

Class “A” fires usually go to “A”shes
Class B

- Flammable or combustible liquids such as gasoline, kerosene, paints, and chemicals.
- Class “B” fires usually are found in “B”arrels or “B”uckets

Class C

- Energized electrical equipment, such as appliances, switches, panel boxes, and power tools.
- Class “C” fires have electrical “C”ircuits or “C”urrent

Class D

- Certain combustible metals, such as Magnesium, titanium, potassium and sodium.
- Class “D” fires usually have “D”… (maybe for “don’t add water!”)
  
Types of Fire Extinguishers

- Dry Chemical - ABC
- Carbon Dioxide (CO₂) - BC
- Combustible Metals

Check the Fire Extinguishers

- Fire Extinguishers are inspected yearly
- Check the dial to ensure it is in the “green”
Make a PASS

- Pull
- Aim
- Squeeze
- Sweep

It can happen to anyone!!

Be Prepared Before an Emergency

- Know two ways out of an area or building
- Know where the fire extinguishers, AEDs, and telephones are located
- Never fight a fire when…….
Never Fight a Fire When...

• The fire is spreading beyond the spot where it started
• You can’t face the fire and have your back facing an escape route
• The fire can block your only way out
• You do not have adequate fire fighting experience

Review Time

• What are the first two rules of being prepared?
• You should always fight a fire when it’s getting out of control. True? False?
• Your back should be toward the door whenever you are forced to fight a fire. True? False?

Other EHS Programs

• Automated External Defibrillator (AED)
  – www.ehs.colostate.edu
Introduction to “Recovery” in Emergency Preparedness

March 24, 2011

Recovery Planning

What is a Proctor’s Role?

When Does Recovery Planning Start?

- RIGHT NOWWW!
- Review your plan after every event and recovery is done
Critical Operations and Full Recovery

- Determine what operations need to be back in place immediately
- Which operations can wait a little longer
- Who needs to be involved
- DON'T FORGET – communicate often throughout the event and recovery!!

Public Safety Team

- The Public Safety Team (PST) will handle major recovery issues for the university
- They will also give direction and communication throughout the emergency and recovery
- Does our recovery plan support the University's?
- http://safety.colostate.edu/

In every emergency event there are logical and emotional impacts – we all perceive messages differently under stress

Help your staff with ‘head and heart’ debriefings and support!

We’re all ‘under the influence’ of past experiences!

EAP and other resources
If we don’t plan for recovery . . .

If YOU Are Exposed to Something During Recovery Efforts?
- Record location and time of incident
- Record name, SSN, and phone number of source individual if possible
- A worker compensation report and accident report should be filed within 24 hours
- Appropriate follow up with Environmental Health Services and EAP should take place

Questions?
- What’s YOUR role?
- Who can you call?
- When?
- What are YOUR questions now . . .
YOU got dis one!!

stand back!

I got dis one!
What is the role of Public Relations?
What is my role as a proctor?
What is the role of reporters and the media?

*Media Relations?

*What can you say?
*Personal information or information you observe is generally OK to talk about
*Employment information or student information other than public directory information should never be released without authorization!

*Pointers
*Some information is confidential by law, e.g., personnel records, student records (FERPA), medical records, special relationships such as counselors and attorneys

*Pointers

*During an emergency, PR ...
* Coordinates emergency communication to campus with the PST, administrators, authorities
* Coordinates emergency information for the public and media through PST (also see Safety.colostate.edu)
* Regularly feeds reporter/media information that is vetted
* Insures that information released protects the integrity of police investigations, public records rules, etc.

*During a situation

*Wants you to contact Public Relations, 491-6621 (office) or 970-491-6009 (Dell Rae), when there is an emergency and reporters show up.
* If you are contacted by the media, have them call us before talking to them so you can focus on your duties, PR can screen them, get them to the right person, help you prepare, keep us all in the loop, etc.
* PR can train you to talk to reporters in a way that encourages accuracy and protection of legally private information or a police investigation

*During a situation
What's YOUR role?
Who do you call?
What are YOUR questions now . . . .
PROCTORS OF SOUTH CAMPUS

Lorie Johnson
South Campus Facility and Safety Manager
DMC Building Proctor
lorie.johnson@colostate.edu
970-297-5114

PROCTORS

Something to do with proctology?

Not exactly!

Building Proctors

A building proctor and assistant proctor operate as a point of contact and liaison for their assigned building/s. Responsibilities may include multiple aspects of

• Maintenance
• Construction/Renovation Projects
• Facilities Management
• Security
• Safety

Actions include

• Coordination
• Inspection
• Reporting
Resources

- Training and Organizational Development
- Environmental Health Services
- CSUPD
- Facilities Management
- Emergency Responders
- Co-Proctors
- Administration

How Did It Start On South Campus?

- The building proctor system was enacted to identify a liaison and channel for information. One proctor and assistant proctor were identified for the VTH ‘complex’.
  - Veterinary Teaching Hospital (1979)
    - Hospital / Food Animal and Equine Barns / Isolation Barn / Raptor Center
  - South Campus grew with addition of the
    - Robert H. and Mary G. Flint Animal Cancer Center (2002)
      - Gail Holmes Orthopaedic Research Center (2002)
        - Diagnostic Medicine Center (2009)
          - APHI Laboratory (2011)

SOUTH CAMPUS is . . .

More than an animal hospital!

- APHI Laboratory
- Animal Cancer Center / Veterinary Teaching Hospital
- Computer Building
- Diagnostic Medicine Center
- Orthopaedic Research Center
- Orthopaedic Laboratory
- SCAVMA
- and more!
Who is going to **COORDINATE** all this?

**South Campus**
- Building Proctors, Assistant Proctors and Safety Associates
- South Campus Health and Safety Action Team
- South Campus Management Team
A Process Is In Place

TOP PRIORITIES

☐ Safety plans and drills
  (South Campus Emergency Action Plan)

☐ Safety and awareness training relative to work

☐ Communications

Check list, please

✔ Review and update all Building Safety Manuals

✔ Create and post evacuation maps for all South Campus buildings

✔ Conduct fire drills with full evacuation of all buildings, PFA responding

✔ Debrief with emergency responders and solicit feedback from participants after activities

✔ Initiate internal emergency notification phone system

Check list, please

✔ Bring in expert speakers for educational presentations available to not only building occupants, but anyone on campus

✔ Tour grounds and buildings with CSUPD and PFA

✔ Implement On-line training beginning with South Campus Emergency Action Plan for all associated with South Campus (this will be template for subsequent requirements)

All made possible by . . .
Not one plan will work for all –

Outside gathering places must be established for each building.

ACC/VTH and ORC have live animals to consider when faced with an emergency.

The DMC has the BSL3 lab to consider – those folks may need a special place of their own to shelter or gather.

Having a plan is a start

Fine-tuning the plan will customize it
Results

- Questionnaire follow-up to fire drills
  - Added extinguishers
  - More detailed accounting system for people in reporting sites
  - Adjusted alarm volume in some areas

- Debriefing
  - Deficiency identified / access to water valve hidden – corrected
  - Identified need for alarms and pulls in ORC – now on list

- Participation in training and quiz
  - 443 people have taken the training as of April 24, 2012
    (approximately 75%)

- Coordinate & Conduct Fire Drills
  - DHS, PHL, HC, CIJP, Champions

- Send Electronically and Post on Website
  - Post Maps In Buildings

- On-line Training
  - EAP

- Building Safety Plan Revisions
  - (Including Maps)

- Debriefing and Feedback
  - Make Necessary Updates

- Questionnaire follow-up to fire drills
  - Added extinguishers
  - More detailed accounting system for people in reporting sites
  - Adjusted alarm volume in some areas

- Debriefing
  - Deficiency identified / access to water valve hidden – corrected
  - Identified need for alarms and pulls in ORC – now on list

- Participation in training and quiz
  - 443 people have taken the training as of April 24, 2012
    (approximately 75%)
What Has Worked!

• Establishment of teams and process to reach South Campus in a coordinated effort
• Projects are identified and prioritized
• People are involved and take ownership
• Training is established in regular intervals
• A ‘master’ schedule brings health and safety to the forefront including training, educational presentations, and drills and table-top exercises

Not So Well...

• Need better mechanism for accounting for people in an evacuation including visitors
• Communications in the event of an emergency for remote areas of South Campus
• Recognition of proctors, assistant proctors and safety associates
• Training compliance identification

Not one plan will work for all

But having a plan is a start!

And so it begins
Hopefully this gives you some ideas for proceeding with your proctor duties.

**Thank you!** And good luck! We’re all in this together, if you have any questions, please feel free to contact me:

Lorie Johnson  
South Campus Facility and Safety Manager  
DMC Building Proctor  
lorie.johnson@colostate.edu  
970-297-5114
HAZARDS COMMUNICATION STANDARD (August, 2008)

- Employees
  - Must be informed of hazards in the workplace
- Chemical manufacturers
  - Identify all physical and health hazards
  - Attaching warning labels to each container
  - Send an accurate MSDS (Material Safety Data Sheets) to any company to whom the material is shipped

HAZARDS COMMUNICATION IS A RESPONSIBILITY OF ALL

- Everyone should be aware of chemicals and other hazardous materials and conditions.
- EHS keeps all the MSDS’s in database
- Supervisors must see that all workers are aware of safety standards
Your Responsibilities:

- Read all instructions on each product warning labels (WATER has an MSDS!)
- Where to go if you have Questions
  - The Container label
  - Supervisor
  - MSDS
  - EHS

---

Your Responsibilities:

- ABOVE ALL - Use your common sense and protect yourself and others!
- Be available to responders
  - Be a good resource

---

EHS Responsibilities:

- Keep all MSDS in database
- Training
- Provide Information / MSDS on chemicals
- Provide guidance to all safety related topics
Physical Hazards

- Act outside the body to produce a dangerous situation.
  - **Examples:**
    - Vehicle accidents
    - Mechanical Boilers, Steam vents
    - Fire: Gasoline, Hexane, and Methanol...
    - Explosions: TNT, Picric acid ...
    - Falls: Trip, Ladder, and Steps...
    - Sharps: Knives, Glass, and Jagged Metal...

Health Hazards:

- Cause damage within the body
  - **Examples:**
    - Lung Damage: Corrosive Fumes, Asbestos...
    - Poisoning: Eating, or Absorbing Toxic substances
      - (recent cases: Harvard coffee in lab, child licking hand sanitizer)

Hazards of chemicals:

- Can pose **Physical Hazards** or **Health Hazards** or **Both**.
- **Chemicals are Found:**
  - Home
  - Vehicles
  - Job
  - Almost Everywhere
Chemical hazards at CSU:
- Everywhere, not just your building
- Nearly all jobs at CSU have both Physical and Chemical Hazards

General types of chemical hazards:
- Flammable: Methanol, Gasoline, Hexane
- Corrosive: Hydrochloric acid, Sodium Hydroxide
- Toxic: Cyanide, Pesticides, Mercury
- Oxidizers: Bleach, Perchloric and Chromic acids
- Water Reactive: Pure Sodium, Magnesium Perchlorate
- Explosives: Trinitrotoluene (TNT), Picric acid

Container Labeling
- All chemicals, and chemical wastes must be properly labeled* and marked.
- Notify EHS if you find unmarked containers

* Contact EHS for requirements
Building and Room postings

- University wide program for consistent labeling
- Notify EHS for postings

NFPA Laboratory Placarding

- Red - Health hazard
- Yellow - Reactivity
- Blue - Special
- White - Flammability

4 = Severe Hazard
3 = Serious Hazard
2 = Moderate Hazard
1 = Slight Hazard
0 = Minimal Hazard

Your Questions?

- Discussion about issues you’ve identified
- Share your expertise with others!
Resources

- www.epa.gov/emergencies/content/epcra/index.htm
- www.ehs.colostate.edu
- www.training.colostate.edu/proctor/index.html
Threat Assessment & Management
A multi-disciplinary project of Colorado State University

Dwight Burke  491-5633
Director of Support and Safety Assessment, Office of the VP for Student Affairs and VP for Operations

Lanai Greenhalgh  491-1527
Director, Office of the Ombuds and Employee Assistance Program

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Threat Assessment & Management

• A violence prevention tool
• Review of persons that have raised concerns
  – Risk of harming themselves
  – Risk of harming others
  – Significant disruption
• Comprehensive information and review
• Decisions on actionable steps and interventions

CSU’s Philosophy

➢ Violence is often preventable
➢ Targeted violence involves many factors
➢ Corroboration and cooperating systems are essential
➢ Threat assessment is about behavior
➢ Does the individual “pose” a threat?
➢ Managing people involved
➢ Early identification and intervention helps everyone
➢ Multiple reporting mechanisms are important
➢ Multiple resources can provide effective interventions
➢ Safety is a primary focus

CSU’s Philosophy
Considering All Points

Individual ↔ Institution

Community

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CSU’s Strategy

Identification — Prevention — Response — Post Incident

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CSU’s Process

- Student Consultation Team
  - Focused on issues primarily involving students
- Employee Consultation Team
  - Focused on issues primarily involving faculty and staff
- Both teams chaired by Special Advisor for Support and Safety Assessment
- Teams report to CSU Public Safety Team

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Student Consultation Team

Convened when an incident involving a student occurs that could potentially cause harm to the student or others. The team recommends and initiates responses that provide for the well-being, safety, and respect of all involved.

- Director of Support & Safety Assessment (Chair)
- Dean of Students
- Assistant Dean/Director of CRSCS
- Director of Student Case Management
- Public Relations
- General Counsel Office
- Director of Counseling Services
- Director of Residence Life
- Director of Apartment Life
- Associate Director of WGAC
- CSU Police Representative
- Director EAP & Ombuds

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Employee Consultation Team

Convened when an incident involving an employee occurs that could potentially cause workplace violence. The team recommends and initiates responses that provide for the well-being, safety, and respect of all involved.

- Director of Support & Safety Assessment (Chair)
- Assistant Dean/Director of CRSCS
- Assistant Director of Human Resources
- General Counsel Office
- Director of Counseling Services
- CSU Police Representative
- Director EAP & Ombuds
- Office of Equal Opportunity

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Threat Assessment

- Distress, Disturbance, Dysregulation
  - Emotionally troubled
  - Behaviorally disruptive or destructive
  - Risk taking behavior, suicidal
- Aggression
  - Image destruction (defamation)
  - Threats (direct, indirect, implied)
  - Win / lose attack
  - Lose / lose attack

Adapted from: NCHERM and the Center for Aggression Management
Threat Management

• Support
  – Case management
  – Community assessment
  – Process through fear, guilt, and other trauma
  – Refer to mental health services
  – Follow-up as appropriate

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Concerned about Someone's Mental Health and Safety?
Wondering “IF that comment was a threat”?

• Call 911 if immediate concern for safety!
• 970 491-1350 [preferred]
• “Tell Someone” [as a second choice]
  – http://safety.colostate.edu/tell-someone.aspx

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Questions