

Accountability

READ:IMPORTANT –

Accountability starts with you. This course was created and is being utilized for the express purpose of employee safety training.

WHY TRAINING? It is required everywhere you go. It is also a means by which operating costs, accidents, and injuries are reduced. It can even save lives. Whether this is your first year on the job or you have been working for 20 years, there is always something you can learn.

As you go through this course, you may be tempted to skip ahead or ignore certain sections. Be forewarned, doing so may not only prevent the course from scoring properly, thus requiring you to take it again, but it can also keep you from learning or recalling important safety principles.

DO NOT:

- **SKIP QUESTIONS.** Take the time to answer them carefully. They will prepare you for the final exam.
- **LET THE COURSE RUN** while you are engaged in other projects or conversations.
- **SHARE THE SCREEN OR INFORMATION WITH SOMEONE ELSE.** Per federal regulations, you must demonstrate your individual knowledge. Helping someone else, or receiving help from someone else, is a violation of the policy of you or your co-workers.



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Accountability

The material presented within this course is for educational and training purposes only. All parties involved in the development, distribution and maintenance of this course shall be held harmless from any incident resulting from misuse of the content beyond the guidelines and purposes herein stated.

Before you begin, you should understand that it is your responsibility to adhere to the laws and regulations presented within the following course and its corresponding materials. It shall be the responsibility of each operator to read, understand, and comply with your specific equipment's operator's manual requirements. Likewise, it is your further responsibility to strictly follow any additional guidelines specific to your own workplace. Good Luck & Stay Safe!

After reading the information above, if you understand its implications, you may start your training class.



WELCOME!

Welcome to the Hard Hat Training Series by Safety Provisions! Today, we'll be discussing bear awareness.



Almost 700,000 bears live in North America. Bears are thriving, and their numbers are on the rise. Meanwhile, human populations are also increasing. As bears and people compete for a limited amount of space, encounters between the two are more likely to occur.



While most of these interactions are harmless, some can pose a threat to both bears and people. Unfortunately, bear encounters can result in property damage, human injury, and dead or relocated animals.

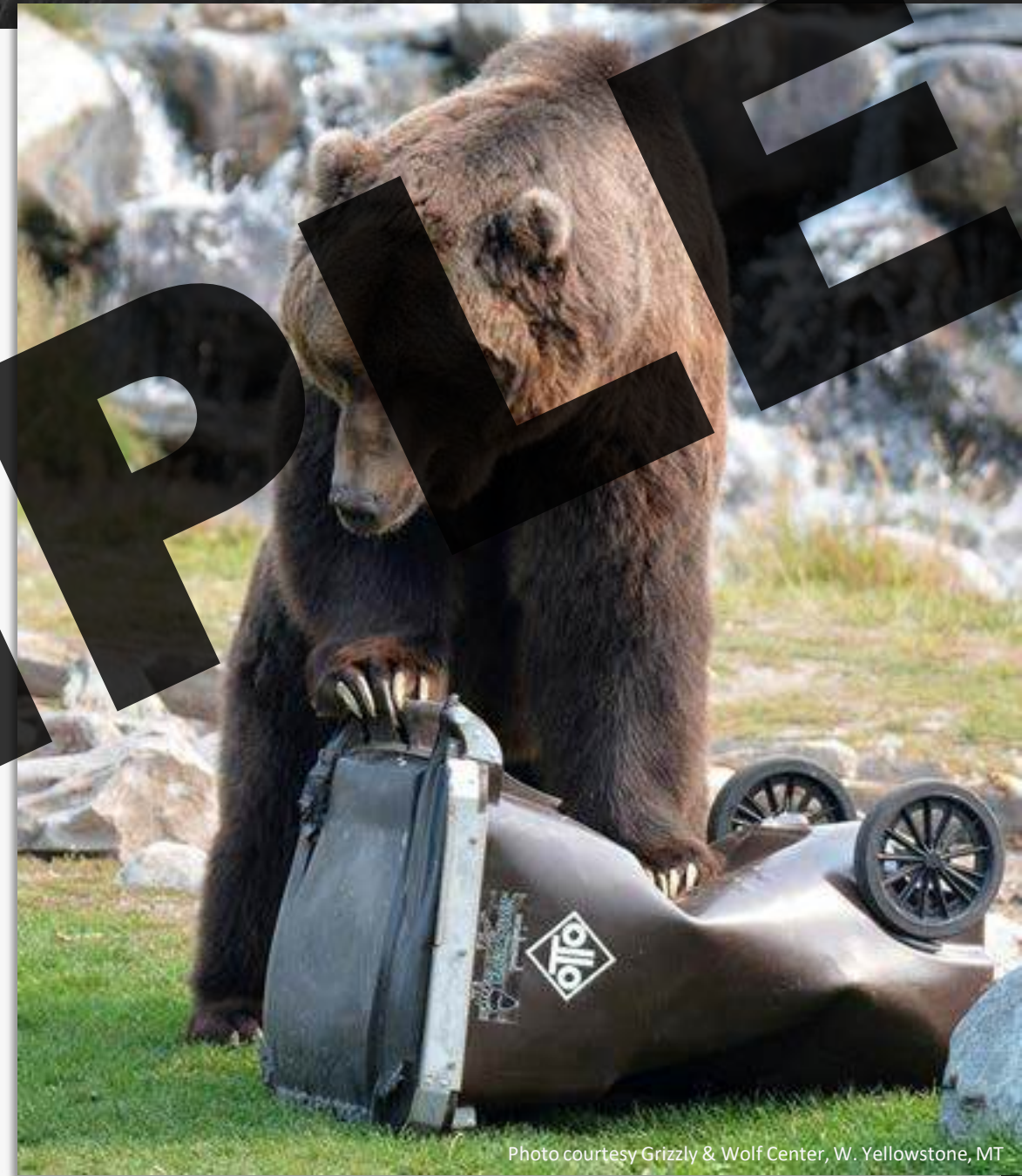
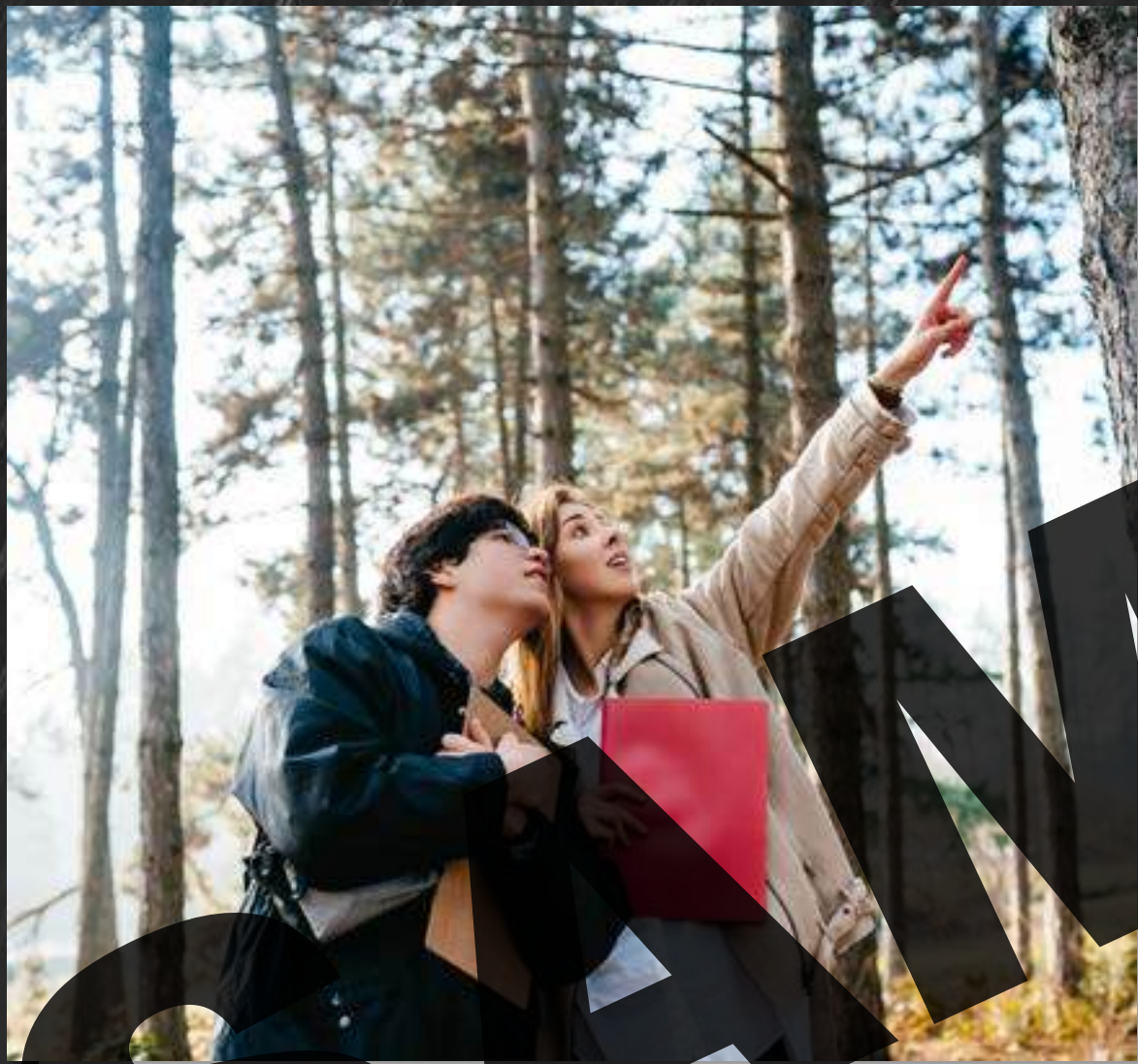


Photo courtesy Grizzly & Wolf Center, W. Yellowstone, MT



Many people live and work around bears on a regular basis. But what if a typical workday turned into a dangerous bear encounter? Consider the following true story. One October day, biologist Laura Darby was conducting a wildlife assessment with her co-worker, Daniel Morrison.



Darby was walking through the brush looking for wildlife when she noticed a large black bear approaching her. She called out to alert it of her presence, then radioed Morrison to tell him that a bear was in the area. The bear began to stalk Darby. It charged her three times, then knocked her down and began to maul her.



After hearing Darby's radio call, Morrison began to run toward her location. Meanwhile, Darby was trying desperately to fight off the bear by punching, kicking, and screaming at it. The bear continued to maul her, violently shaking her arm and trying to drag her away.



When Morrison arrived, he put himself between Darby and the bear. The bear continued to attack, and Morrison stabbed it three times with a short hunting knife. The bear finally backed off but lingered nearby. Morrison administered first aid to Darby and used a satellite phone to call for help. After 45 minutes, the bear finally left.



Darby was evacuated by helicopter to a nearby hospital. She was in surgery for 7 hours, and nearly 800 staples were required to close her wounds. Darby suffered broken bones, torn ligaments, and major blood loss. Remarkably, she survived the attack.





The bear that attacked her was later captured and put down. Because of this incident, more bear safety measures were implemented at Darby's workplace. Field workers like her are now required to carry bear spray and work in closer proximity to each other.



Although Darby and Morrison were accustomed to working outdoors, they were ill-prepared for a bear encounter. Bear attacks often occur when the bear is startled or surprised by a human. This could easily happen to anyone working, living, hunting, or traveling in bear country.





Countless people live and work in bear territory. You may be a rancher or a wilderness outfitter. Perhaps you work in mining, construction, or the oil and gas industry. You may also enter bear country when you head outdoors to hike, camp, hunt, or fish. No matter the reason, you need to be ready to defend yourself in a bear encounter.





Seeing a bear can be an exciting and memorable experience, but it's important to respect the bear in its own environment. People shouldn't feed bears human foods, force bears to leave their habitat, or put bears in a situation where people or bears could get harmed.

There are eight species of bears found across the world, but this training will cover the three types that live in North America; black bears, brown bears, and polar bears. We will teach you how to identify each type of bear and some basics about their behavior and habitats.





Despite your best efforts, you may find yourself in an encounter with a bear. In this training, you'll learn several different ways to defend yourself in the event of encountering a bear. We will teach you what to do if you see a bear and how to recognize the bear's intentions.

We will also show you the best safety practices for specific outdoor activities. These guidelines will help you know how to avoid bear encounters during recreational activities such as hunting, hiking, and camping. You'll also learn what to do if you come across a bear near your home or at your worksite.





Education and training can protect both humans and bears from unnecessary harm. After completing this course, you'll be better prepared to travel, live, and work safely in bear territory.

Throughout this training, we will look at real, investigated accident profiles. In some cases, two or three similar accidents have been combined for the purpose of illustrating key safety principles. They will show just how quickly things can go wrong when safety procedures are ignored, resulting in injuries or fatalities.




STANDARDS

These are some of the main standards concerning today's topic. Many states or provinces have additional standards, as do some industries. We have provided these as a guide, but it's your responsibility to know all federal, local, and company rules that apply to your job site.



OSH Act of 1970

General Duty Clause 5(a)(1) – "Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees."




No matter the situation, it's important to ask, "Where do I stand?" If you're not deemed "qualified" based on training, the answer is "no." Experience helps, yes, but regulations are very clear that employees must be trained (no matter how long they've been on the job) and that it is the employer who is responsible for overseeing that safety training, ensuring employees have the understanding, knowledge, and skills needed to operate safely.

WHY TRAINING?


INITIAL TRAINING and REFRESHER TRAINING, as well as any WRITTEN AND PRACTICAL EVALUATIONS, must be documented and filed. At the very least, employers need to show proof of PROPER AND CONSISTENT TRAINING (in the way of TRAINING OUTLINES, CLASS LISTS, TRAINING GOALS, TESTS, CERTIFICATES, and SO ON.) These documents should include the name of the person who taught the class or conducted the evaluation.





However, training is **NOT** just a one-and-done occurrence; it is **ON-GOING**. In fact, training should take place whenever there is a demonstrated need for it.

Employees **MUST** receive **REFRESHER TRAINING** in the following instances...



1

There are changes in their assigned duties

\$

2

SAMPLE

There are changes regarding potential exposure hazards, for which the employee has not received training



3

Any deficiency has been noted in an employee's work performance that is related to the safety and health of themselves or other workers

4

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SAMPLE

An accident has occurred, or an employee has been injured (or nearly injured) during operations

The extent of training will be determined by the employer, but at the very least it should include **CLASSROOM INSTRUCTION** followed by a **WRITTEN AND PRACTICAL EXAMINATION** that prove continued competency.



Identification

SAMPLE



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