



Behavior Management in Camps

An oxymoron?

Behavior management is the hardest yet one of the most important components of running a day camp, summer camp, overnight camp or any activity involving youth. [FULL STORY >](#)



Level 2 of Best Practices Program set to launch!

The new 'Best Practices' (BP) risk assessment program for Campus Recreation programs and facilities was successfully launched in the fall of 2015, with over 90 Colleges and Universities [FULL STORY >](#)



Youth Camps Checklist

Since Youth Camps participants are minors, these unique programs should automatically be classified as 'high-risk'. Since the standard of care for minors is very high (the reasonable parent test), program planners need...

[FULL STORY >](#)



Is your Emergency Response Plan up to snuff?

And how do you find out if it is? Since Youth Camps participants are minors, these unique The dreaded words 'Code Red in the Weight Room' spat out from the Front Desk's walkie-talkie [FULL STORY >](#)



Baseball Strikes: Protecting Fans from Errant Balls

Baseball season means hot dogs, maybe a few beers, and long evenings under the stars watching favorite players. Unlike football, basketball and soccer—baseball also means danger to fans who might ...[FULL STORY >](#)

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It's that time of year again – summer camps are just around the corner, and camp staff are gearing up!

Youth Camps present a unique opportunity for Campus Recreation departments to connect with the community. However, since camps cater to minors they are 'high risk' programs which must be carefully and expertly managed. This Newsletter contains some great camp resources including a new Webinar on 'Behavior Management'.

The Best Practices risk assessment program is going gangbusters - with almost 90 Universities and Colleges participating to date. It's not too late to sign up for the '2016 NIRSA Conference Special' – details inside.

Also featured in this issue is information on the next stage (Level 2) of the 'Best Practices' program.

Ian McGregor, Ph.D.
Publisher

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Behavior Management in Camps

An oxymoron?

Shannon Vaccaro
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University of Nebraska-Lincoln

**There is no ONE
way to do behavior
management.**

Behavior management is the hardest yet one of the most important components of running a day camp, summer camp, overnight camp or any activity involving youth. What is behavior management? How do you affectively administer behavior management?



The answer to those questions are different based on your experiences and philosophies. There is no ONE way to do behavior management, in other words, it is most definitely not a 'one size fits all' policy. It comes in many shapes and sizes and should be tailored to fit the population of youth you are working with as well as the philosophy of your program.

Behavior Management in Camps

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There are many resources available to help you find the behavior management program that will best suit your needs.

SportRisk has developed a new behavior management Webinar.

Finding a starting place for your behavior management program, or even looking to change an existing one, can feel like an overwhelming process. But there is good news! There are many resources available to help you find the behavior management program that will best suit your needs.

A good place to start when looking for a specific program is your local school system. They often have behavior management plans in place that can be adjusted to fit your camp program. If you are a local day camp this can be a great tool as the youth participating in your program will already be familiar with the behavior management strategies.

Another great resource is to look to national programs that specialize in youth programming, like the American Camp Association or McGregor & Associates SportRisk Youth Camps component. Many of these organizations will offer online webinars, resource lists and classes that will begin to outline varying behavior management programs. For example, SportRisk has developed a new behavior management Webinar that outlines 2 different approaches allowing the viewer to pick and choose the pieces that work best for their program.

See Webinar G5: <http://www.sportrisk.com/webinars/series-g-general/>

At the end of the day, as we mentioned before, there is no one right way. Take some time to do the research and put into practice the best behavior management program for your program and you will be guaranteed to have a summer of fun!

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Level 2 of Best Practices Program **set to launch!**

Ian McGregor, Ph.D.
President, SportRisk

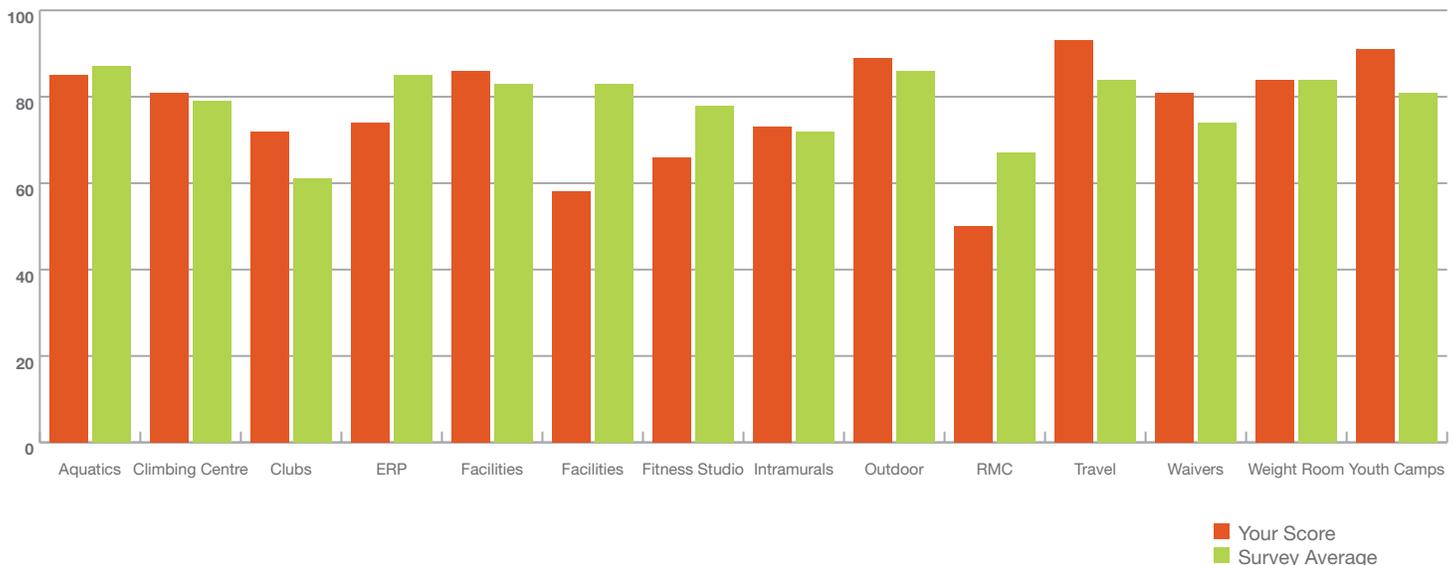
The new 'Best Practices' (BP) risk assessment program for Campus Recreation programs and facilities was successfully launched in the fall of 2015, with over **90 Colleges and Universities** across North America participating to date. www.sportrisk.com/best-practices



In Level 1, participating institutions receive:

1. A benchmarking report highlighting gaps in risk management plans in 16 Campus Recreation program and facility areas – plus a series of comprehensive recommendations for follow-up action.
2. A graph showing how their school compares to the other schools (currently 90) participating in the BP program.

TOTAL SCORE AND AVERAGES

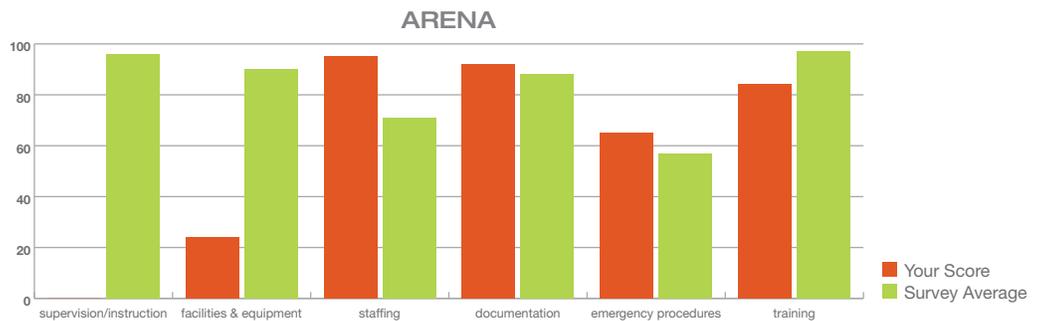
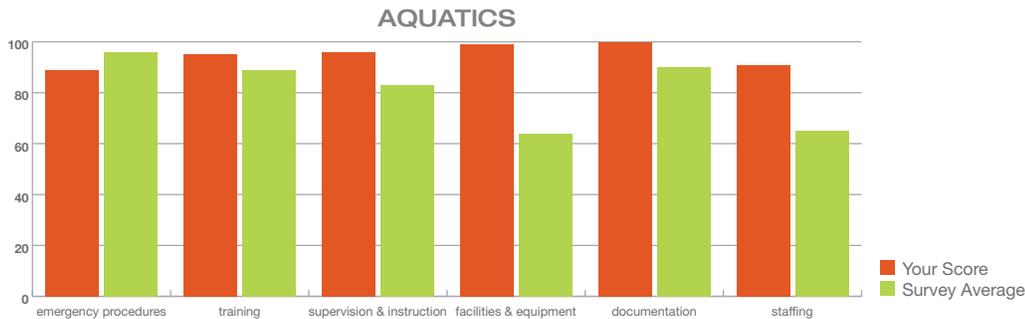


Level 2 of Best Practices Program set to launch!

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In Level 2 goes much deeper in the risk gap analysis by producing the following outputs:

1. Graphs showing how each of the 16 BP areas (e.g. Aquatics, Sport Clubs, Climbing Wall etc.) break down by component i.e. staffing, supervision, training, facilities/equipment; documentation; emergency response. This allows each department program/facility area to zero in on those poor-scoring components. **16 unique graphs in total!**



Level 2 of Best Practices Program set to launch!

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2. Three 'Comparisons' based on the most popular requested to date i.e.
 - (a) schools of the same size
 - (b) schools in the same Athletic Conference (e.g. SEC, Big 10)
 - (c) schools in the same state or province (or alternate comparison if state/province too small)

In addition, as part of Level 2, we are offering a **new survey** ('Global Department Risks') which explores business-related risks encountered when operating a department (most of you are running a business!). This unique Best Practices survey contains 77 best practice statements focusing on business risks in the following areas:

- Financial
- IT Data
- Human Resources
- Facility Security
- Reputation
- Customer Service
- General

Participating schools will receive a separate, unique report (similar to the report in Level 1) highlighting gaps in operational policies and procedures in these key business-related areas, as well as a graph showing how you compare to other schools.

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Level 2 of Best Practices Program set to launch! continued page 2

In Level 3, we go even further to help you address the identified gaps in your Risk Management planning efforts:

- (a) We'll provide schools an opportunity to design their own 'top 10' queries (based on a drop-down list of variables)
- (b) We'll also provide a **comprehensive package of resources** (e.g. sample policies, procedures, checklists, guidelines, courses, webinars, web links etc.) to specifically address gaps exposed in the Level 1 BP risk assessment. More information on this in our next Newsletter!

For more information on the Best Practices risk assessment tool - and to register for Levels 1, 2 and 3 of the Best Practices program, go to

 **BACK TO COVER** <http://www.sportrisk.com/best-practices/pricing>



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New Webinar on 'Behavior Management' in Youth Camps

Jeff Heiser, UC Davis
Shannon Vaccaro, Nebraska-Lincoln



When working in youth camps, managing camper behavior issues may be one of the most difficult, frustrating, and challenging tasks that your staff will face. We've yet to discover a singular approach to behavior management that works best for everyone.

This new behavior management webinar is based on the idea that all behavior can be boiled down to two types:

1. behavior you want to enforce (desirable behavior) and
2. behavior you want to extinguish (undesirable behavior).

After viewing the Webinar, camp administrators will walk away with a behavior management training framework that balances prevention strategies with interventions strategies - strategies your staff can implement right away!

Learning Outcomes:

Understand desirable behavior and undesirable behavior.
Learn effective techniques to prevent undesirable behavior as well as to intervene with undesirable behaviour.

For more information and to purchase Webinar (only \$25 for NIRSA members), go to: <http://www.sportrisk.com/webinars/series-g-general>

(All Webinars are pre-recorded and available anytime on any computer for 1 year from date of purchase.)



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Youth Camps Checklist

Ian McGregor, Ph.D.
President, SportRisk

The standard of care for minors is very high.

Checklist is designed to help professionals focus on the key risk management issues.

Since Youth Camps participants are minors, these unique programs should automatically be classified as 'high-risk'. Since the standard of care for minors is very high (the reasonable parent test), program planners need to pay extra attention and sound risk management principles incorporated into all planning efforts.

The following checklist is designed to help professionals focus on the key risk management issues that need to be addressed when planning a Youth Camps program. For more detail in each of the identified areas, consult the text: 'SportRisk Planning Manual' (see page xx).

Staff

- Camp Director position
- Qualifications and Training
- Position descriptions and roles
- Background checks
- Minimum age for staff hiring



Supervision

- Camper Ratios
- Lesson Plans with progressions
- Transition/ Washroom/ Lunch supervision (Peanut Club?)
- Participant matching
- Strategies for different age groups
- Behavior Management
- Pre-post camp activities/ programs
- Residence supervision (overnight camps)

Training

- Onsite (in-service) training
- Emergency Response; First Aid/ CPR etc.
- Dealing with Heat and Sun
- Mandated Reporter
- Behavior Management



Youth Camps Checklist

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Documentation

Parental Consent

To participate/ allow emergency care/ EpiPen admin./ taking photos

Medical questionnaire

Allergies/ medical problems/ medications/ behavioral issues

Pick-up/ Drop-off procedures

Sign-in/ sign-out checklist; Procedures for late pick-up

Risk Information

Medical insurance information

Emergency contact information

'Parents Survival Guide' (search for article on this in the Newsletter archives)

Emergency Response Plan

Missing campers

Fire/ evacuation/ weather/ medical emergency procedures

Safety and communication equipment

Accident follow-up; accident reports

Facilities & Equipment

Facilities/ Facility-related Equipment/ Activity Equipment/ Protective Equipment

Inspections and Checklists

Employee Issues

Sexual harassment/ child abuse/ sexual misconduct

ADA



Online Courses Spring 2016



Risk Management for Recreation Professionals: May 9 – June 3

<http://www.sportrisk.com/online-course/risk-management-for-recreation-professionals>

Strategic Risk Management: May 9 – June 3

<http://www.sportrisk.com/online-course/strategic-risk-management>

Sport Clubs: May 30 – June 4

<http://www.sportrisk.com/online-course/sport-clubs>



Courses last 4 weeks, with a Class Limit of 16 participants.

To view the Course Outline or to Register, go to: www.sportrisk.com/online-course

Register NOW! *“One of the great advantages of the online format is that you can work at your own speed, in your own time...”*

Is your Emergency Response Plan **up to snuff?**

And how do you find out if it is?

Ian McGregor, Ph.D.
President, SportRisk

The dreaded words 'Code Red in the Weight Room' spat out from the Front Desk's walkie-talkie.

Protocol dictated that for serious incidents or accidents, the Director is called.

Our attention was now focused on caring for the staff most directly involved in dealing with the incident .

The dreaded words '**Code Red in the Weight Room**' spat out from the Front Desk's walkie-talkie (Code Red signifies a serious medical emergency). The student supervisor reacted immediately by calling 911 - and reading from a pre-prepared script taped to the desk, told the operator the facility address and exact location of where the fire department or ambulance should come. She then went to meet the emergency responders, and led them to the weight room.

Meanwhile in the weight room, the student supervisor was applying CPR to the male client who had collapsed of an apparent heart attack (it turns out that the client was dead before he hit the floor). The fire department arrived first and took over the scene.

Protocol dictated that for serious incidents or accidents, the Director (me) is called. Arriving at the scene an hour later, I could see no visible signs of the emergency having occurred. Everything had been taken care of. Our attention was now focused on caring for the staff most directly involved in dealing with the incident – in particular the weight room and front desk supervisors.

The client's wallet had been found, and the authorities were attempting to contact next of kin. It turns out that the address on the Driver's License was wrong (he had recently moved), so his wife could not be immediately located. In fact, after I left, our front desk was contacted by the deceased person's wife who explained that her husband had left to work out earlier that day but had not returned. Did we have any information?



Is your Emergency Response Plan up to snuff?

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The situation described above was in fact our 'worst case scenario' emergency.

What did we do right? Pretty well everything - since we followed industry-wide best practices for emergency response.

When the staff member who took the call informed me of this next day, I was flabbergasted – and instantly wondered how I would have dealt with the call. So I asked her that exact question and she responded: I was quite aware that the gentleman was dead, but I said to his wife 'Please give me your phone # - I'll look into this and get back to you'. Wow – how's that for a response from a 19 year-old student? I'm not sure what I would have said!!

So what's the point of this story? The situation described above was in fact our 'worst case scenario' emergency – since it happened on a Sunday afternoon when only student staff were working. A familiar scenario on many campuses across N. America!

Our emergency procedures had worked to a 'T'. Student staff were properly trained in:

- emergency procedures
- conducting CPR
- communicating effectively internally and externally
- follow-up protocols
- completing accident report forms

What did we do right? Pretty well everything - since we followed industry-wide best practices for emergency response.

Do you know what the best practices in emergency response are? Want to find out what the Best Practices are - and how you are doing relative to other schools across the country?

Invest in SportRisk's new 'Best Practices' risk assessment tool!

www.sportrisk.com/best-practices

Here's what Chico State Director of Recreational Sports Kimberly Scott had to say about the program:

"In July of 2015 California State University, Chico had the opportunity to participate in Sport Risk's new 'Best Practices' risk management review conducted by Ian McGregor & Associates. Ian is clearly one of the most knowledgeable and experienced leaders in risk management practices and our institution was excited to be one of the first Universities to use this new evaluation process.

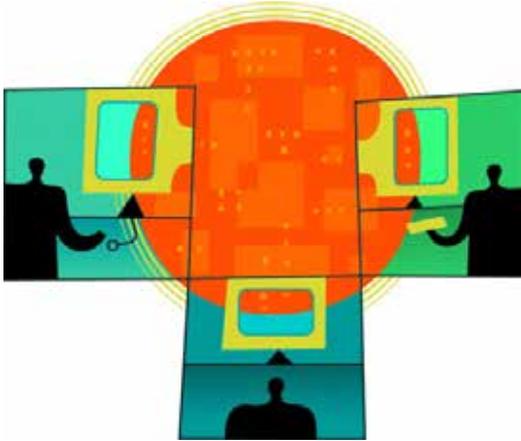
While evaluating our programs we found his work to be innovative, comprehensive, and easy to use throughout all aspects of our various recreation programs. Because of his outstanding work we are using the recommendations as a catalyst for program improvement. Being able to contrast our practices with other NIRSA institutions is invaluable in bringing our programs to a higher standard of excellence. Without hesitation, I would recommend this process to any collegiate recreation program who is interested in current, state of the art, risk management practices. You will find Ian McGregor and Associates to be professional and cost effective in helping you meet your administrative responsibilities."



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2016 SportRisk Webinar Training Series

Staff training is of critical importance to a successful Campus Recreation operation!



WEBINAR TRAINING MODULES

Series A: Negligence & Liability Series

1. Understanding Negligence
2. Negligence Awareness Training for (part-time) Intramurals Staff
3. Negligence Awareness Training for (part-time) Summer Camps Staff
4. Negligence Awareness Training for (part-time) Weight Room Staff (tracking option included!)

Series B: Risk Management Series

1. Risk Management Committee

2. Determining Risk Profiles of programs and facilities
3. Nuts & Bolts of Risk Management Planning

Series C: Sport Clubs Series

1. Budgeting
2. Transitioning
3. Classification Systems
4. Sport Clubs Council
5. Sport Clubs Officer Leadership and Training
6. Concussion Management
7. Hazing
8. Safety Officer Training
9. Negligence Awareness Training for Sport Clubs Officers

Series D: Travel Series

1. Travel: The Basics (for all staff responsible for travel)
2. Travel Planning Tools using 'Google Docs' (for all staff responsible for travel)

Series E: Emergency Response Planning Series

1. Emergency Action Plan – Putting it Together
2. Emergency Action Plan – Training, Rehearsals & Drills
3. EAP Best Practices
4. Emergency Response Plan: Student Training

Series F: Waivers

1. Waivers Simplified
2. Waivers 101 (more detailed)

Series G: General

1. Medical Screening Simplified
2. Event Planning Simplified
3. Climbing Wall Safety
4. Using Google Docs in Recreation (FREE)
5. Behavior management and youth camps

In conjunction with NIRSA, McGregor & Associates have developed 28 Webinars designed to complement your fall/winter training programs. These Webinars are strategically organized into 7 unique Series:

**(A) Negligence & Liability (B) Risk Management
(C) Sport Clubs (D) Travel (E) Emergency Response
(F) Waivers (G) General**

All Webinars are \$25, and there is One FREE Webinar (see Series G #4)

Special 'NIRSA-only' deal – purchase all 29 Webinars for \$425 (a 50% saving)!

General Information

All Webinars	Accessible at any time, on any computer, for 12 months from date of purchase.
Delivered by	Content experts - saving staff time in preparing and delivering training material.
Webinar length	Typically 15-30 minutes.
Target Audience	All Campus Recreation staff <i>(Note: All 'Negligence Awareness Training' Webinars focuses on student staff)</i>
Pricing	All Webinars are \$25 (except the Freebee!)

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For more information and to order: go to www.sportrisk.com/NIRSAwebinars



Special NIRSA Member Price: \$39
ELECTRONIC MANUAL

NEW SportRisk
For Recreation & Sport Professionals – 4th Edition (2014)
 by Ian McGregor Ph.D., McGregor & Associates

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Significant updates added - plus links to key resources and planning tools you'll need!

Key Chapters:

- Negligence** Explains negligence in simple, easy to understand language
- The 5 Key Risk Areas** Describes the high risk areas where Campus Recreation departments are most vulnerable
- Risk Management** Delivers a simple, effective 3 Step Planning Process **Planning** Based on the 5 Key Risk Areas
- Special Areas** Tackles key issues of particular concern to Campus Recreation: Transportation; Sport Clubs; Summer Camps; Disease Control; Alcohol & Drugs; Event Management; Contracts



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An essential risk management Planning Resource for ALL Campus Recreation departments!

To view 'Table of Contents' or to order online – www.SportRisk.com/resources

Payment options: Credit Card or Pay Pal

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Baseball Strikes: Protecting Fans from Errant Balls

By Katharine M. Nohr, J.D.
Nohr Sports Risk Management, LLC

Historically, there have been large settlements and jury verdicts arising out of fans injured at baseball games.

Baseball season means hot dogs, maybe a few beers, and long evenings under the stars watching favorite players. Unlike football, basketball and soccer—baseball also means danger to fans who might be distracted by their smart phones or children and take their eyes off the ball. Recently, a fan was struck in the face by a foul ball off the bat of Tampa Bay player Steven Souza. The fan was removed from the stands in a stretcher. The ball made it through a gap in the protective netting, which was designed for television cameras.

Historically, there have been large settlements and jury verdicts arising out of fans injured at baseball games. A young child sitting in his mother's lap suffered a skull fracture when hit by a baseball. A suit against a public entity, claiming the fence was too low to protect spectators, resulted in a settlement of \$900,000. A jury awarded \$2.7 million to a stockbroker who was hit between the eyes by a wild pitch. In that case, the net had been lowered from 13 feet to 8 feet in order to improve fan's views.

If your organization offers baseball, safety considerations should be made to protect fans and others from errant pitches, hits and impacts with bats. However, this is difficult given the environment with the following elements: 1) Location, 2) Protection, 3) Visibility, 4) Fan experience; and 5) Distraction.

Baseball Strikes: Protecting Fans from Errant Balls

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In light of the inherent nature of baseball, what can an organization do to decrease their risk and liability?

The first element is location of spectators, which is a key element in risk exposure. Fans located behind the plate and in areas where foul balls are most likely to land are more of a concern than distant seats. The second element is protection. Some fans are opposed to protective netting which interferes with their viewing experience and it may also be costly and obstruct camera equipment. The third element is visibility. Lights, angles and obstructions may come into play as to whether a fan will be able to spot an errant ball in time to evade it. The fourth element is fan experience, which includes the attendees' subjective experience and his or her interest in catching balls hit into the stands. The fifth element is distraction. Spectators may be distracted by smart phones, taking photographs, talking to other fans, caring for children, eating, looking at the scoreboard or sponsor advertisement.



In light of the inherent nature of baseball, what can an organization do to decrease their risk and liability?

1. Install protective netting in the areas where balls most commonly land and could potentially injure spectators.
2. Regularly inspect netting for holes and damage.
3. Promptly repair damaged netting.
4. Warn attendees to pay attention to errant balls.
5. Provide commentary during play to remind fans to be cautious.
6. Inspect for sight obstructions.
7. Inform attendees that they are there at their own risk.

As people become more distracted, often viewing events from behind their smart phone camera/video lens, it is likely that incidences of fans being hit and injured by baseballs will increase. Because of this, organizations should be more vigilant about implementing the above safety measures.

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Got something to say - or an idea to share?

Across N. America, recreation professionals are finding creative ways to implement unique solutions to a number of challenging risk management issues. Many of their ideas have already appeared in this Newsletter.

Earn CEU/PIC credits for writing an article!

Are you willing to share your ideas? You may believe what you're doing is not of interest to others. **WRONG!** Professionals are always on the lookout for new/ different/ unique ways of doing things:

- Staff training programs
- Emergency Response Planning strategies
- In-service training ideas
- Participant medical screening strategies
- Online training courses
- Risk Management Committee operational guidelines
- etc. etc.

Share your ideas – by writing an article for the 'Risk Management Newsletter for Campus Recreation'!

This is not a 'refereed' publication. The focus of the Newsletter is simply the communication of ideas, procedures and programs that work.

If you'd like to explore this, or receive the 'Guidelines for Authors', contact Ian McGregor at mcgregor@sportrisk.com

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Risk Management Newsletter for Campus Recreation

Our goal is to provide timely information and practical resources to assist Campus Recreation professionals manage the risk of injury to participants.



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www.sportrisk.com

Talk to Us!

Tell us about ... Your Best Practices (practical, hands-on policies/ procedures/ training programs that really work for you)

Your 'sweaty-palm' issue (what keeps you awake at night). Ask for our feedback!

Your interest in contributing to the 'Risk Management Newsletter' by writing an article for an upcoming issue.

Contact us at mcmgregor@sportrisk.com

Next Issue: SEPTEMBER 2016

Featured Topic: 'Best Practices'

Topics include:

- Minors on Campus
- Best Practices
- Sport Clubs
- Risk Assessment
- Online Learning Opportunities

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The 'Virtual Library' is growing!

You can now access all articles which have appeared in previous editions of this Newsletter!

This means you can download (free) over **250 articles** focusing on risk management issues relating to Recreation.

Go to www.sportrisk.com/newsletter/ and search by topic (e.g. Aquatics, Sport Clubs) or tag (e.g. AED, hazing) providing a 'virtual library' of valuable resource information.

New articles are added to the 'Virtual Library' every month.

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