

# Human Resource Practices as a Risk Management Tool

The first summer after the year-long pandemic is finally here. That means that your organizations are seeing an increase in members and youth, while you're working with less staff, less revenue and many other challenges. When thinking about all of the ways you're going to keep youth safe at your organization this summer, start with your human resource practices. Everything that is done from an HR standpoint is directly tied to safety.

During this call, we will cover:

1. How you can help set clear, job-specific expectations for safety and prevention
2. How leadership and HR professionals can work together to create a culture of safety
3. How to incorporate performance management into your organization

## High-Level Outline of the Call

1. **Acknowledgment of Your Challenges**
  - a. After just experiencing the busiest weekend of the year, what challenges are you facing?
2. **Employment Practices as a Risk Management Tool**
  - a. Society has zero-tolerance
  - b. When an incident or claim occurs, it opens up your organization and everything becomes discoverable
  - c. Each of us will be held accountable to the employment practices that our organization is conducting
3. **Scenarios: Connection Between HR Practices & Safety**
  - a. *Example #1:* When hiring for a position, you should be asking, "What does this program need to keep the members safe?"
  - b. *Example #2:* Staff accountability and letting go of staff due to unacceptable behavior will prevent small actions from escalating into a devastating incident.
  - c. *Example #3:* Having the proper policies in place and following those policies 100% of the time is critical.
4. **Importance of Leadership in the Conversation**
  - a. Safety must be modeled from the top-down
    - i. Schedule a regular meeting with leadership and your HR professional
    - ii. Incorporate frequent leadership presence in programming
    - iii. Build trust by providing support to staff
5. **Incorporating Performance Management**
  - a. Performance management is a continual process between employees and managers that allows both the opportunity, and responsibility, for both to give and receive feedback.
  - b. Set clear expectations *for safety*
    - i. Employee expectations are informed by their job description
    - ii. Help staff understand how every job requirement is directly tied to safety
  - c. Accountability and performance reviews
    - i. Accountability is an everyday responsibility, rather than a 'once-a-year' process
    - ii. Recognize positive behavior
  - d. Have a centralized system for performance management