



AMERIND Risk
Tribes Protecting Tribes



TRIBAL WORKERS' COMPENSATION NEWSLETTER

A message from
the **Chief Executive Officer**

Derek Valdo

Guuwaadzi' Haubaa! (Greetings!)

As always, let me begin by thanking you. I would like to send my deepest gratitude to all Tribal governments and business for choosing AMERIND Risk as your trusted Tribal Workers' Compensation provider. Your loyalty contributes to the success of our company.

At AMERIND Risk, we are committed to raising awareness of safety measures to protect your staff, patrons and Tribal assets. We encourage you to heed our prevention and preparedness messages. AMERIND Risk is dedicated to promoting employee safety in Indian Country.

Thank you again for working with us to continue the legacy of **"Tribes Protecting Tribes."**

Sincerely,

Derek Valdo

***"Thank you for believing in
Tribes Protecting Tribes."***



Get Serious About Safety: Schedule Your Training

Every year, human error while completing mundane tasks, like climbing a ladder at an improper angle, costs businesses hundreds of thousands of dollars in Tribal Workers' Compensation claims. Tribal businesses can help reduce the number of injuries and resulting claims by registering for AMERIND Risk's safety training. Get serious about protecting employees and saving money by reducing risk.

- In 2018, a series of trainings will be hosted by regions. Members in the region will be notified where the trainings will be held and what topics will be covered.
- Topics may include emergency response, preventing workplace violence, CPR, computer security, fire safety and more.
- Tribal governments and business policyholders may request safety training information from AMERIND Risk's Safety Services Team (SST).

For more information, contact AMERIND Safety Manager Kenneth Ruthardt at 505.404.5000 or KRuthardt@amerindrisk.org.

Firewise Program: Be Prepared. Be Firewise.

Every year, wildfires burn across the United States. In 2017, the U.S. saw more than 56,000 wildfires burn more than 9 million acres of land, according to the National Interagency Fire Center. Wildfires are a serious threat to the vast majority of Indian Country. Protect your Tribal community against wildfire by learning how to take action now to prevent losses.



NFPA's Firewise USA™ program offers training geared toward homeowners, forestry professionals, and others on a variety of wildfire safety topics. By becoming a Firewise USA™ site, a Tribal community can work collaboratively to reduce shared risk of damage and destruction from wildfire. Obtaining a written wildfire risk assessment from your state forestry agency or fire department is the first step in becoming a nationally recognized Firewise USA™ site.

Online Learning

Firewise also offers a Virtual Workshop Series that provides conference quality, free learning opportunities for wildfire stakeholders, by connecting them with leading researchers and practitioners in a live interactive format. Each session is an hour-long and features a wildfire-related topic that closes with questions received directly from participants. For more information, visit firewise.org.

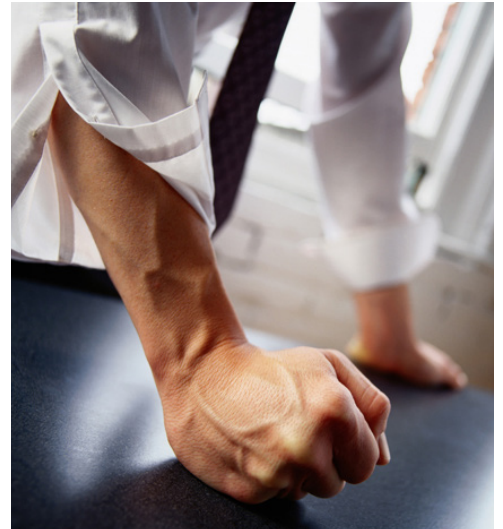
Preventing Workplace Violence: What Employers Need to Know

About two million people are affected by workplace violence each year, according to the U.S. Department of Labor. Workplace violence can range from threats and verbal abuse to physical assaults to homicide. This includes instances that occur during robberies and other crimes, or at the hands of frustrated or dissatisfied clients and customers. Disgruntled co-workers or former employees may also be the perpetrators. Occasionally, domestic incidents move into a place of business, according to the Labor Department. The cost of work-

place violence is astonishing, considering not only the physical damage, but the emotional and psychological injuries that occur.

Signs of Workplace Violence Include:

- Coworkers, customers, or others who threaten to get even;
- People who start blaming others for problems;



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- People who talk excessively about violence in the news, in the movies, on TV or about weapons; and
- People who hold grudges.

Be Aware of Immediate Threats:

- Coworkers, customers, or others who make verbal threats or threatening moves;
- People who raise their voice; and
- People who use abusive language.

Use Proper Procedures for Reporting Threats or Violent Incidents:

Using the proper procedures for reporting threats or violent incidents may help defuse a situation or prevent it from escalating.

- First, remain calm. Speak in a moderate tone

of voice and show respect to people, even when they become upset.

- Then, focus on the problem by asking for details about the situation and going over possible solutions.
- If you still feel the person could become violent, alert a coworker with a prearranged danger signal.
- Report any threats of violence or situations in which you feel unsafe. No action can be taken to prevent future threats if Human Resources doesn't know about previous incidents that have occurred.

Actions to Help Reduce Workplace Violence and Related Injuries:

- Use security cameras, silent alarms and other security equipment to protect employees.

- Keep doors locked, especially doors where the public enters. Never let unauthorized people enter the workplace.
- Keep the workplace well-lit inside and out to discourage crime and other potential violence, and report any broken or burned out lights to maintenance.
- Establish procedures for reporting problem behavior of coworkers, customers and others.
- Encourage employees to learn conflict resolution techniques to help them deal more effectively with situations that could erupt into violence.