

The latest Safety and Wellness topics, training and announcements.

Bloodborne Pathogens

Upcoming Trainings

DHR Monthly Micro

Wellness (State of Mind)

Blood Drives/Donations

Next Month Topics:

Reporting of
Accidents/Injuries
Social Wellness



Bloodborne Pathogens

What are Bloodborne Pathogens

Bloodborne pathogens are infectious microorganisms present in blood that can cause disease in humans. These pathogens include, but are not limited to hepatitis B virus (HBV), hepatitis C virus (HCV) and human immunodeficiency virus (HIV). These viruses can be transmitted through contact with infected blood or fluids, making proper handling and prevention crucial.

How are Bloodborne Pathogens Transmitted

Bloodborne pathogens spread through needle sticks or sharp injuries. Any contact with broken skin or mucous membranes (eyes, nose, mouth). Handling of contaminated materials such as bandages or other used medical equipment. Or direct contact with infectious bodily fluids.

Workplace Safety Measures

Wear Personal Protective Equipment (PPE) – gloves, masks, eye protection and gowns when handling potentially contaminated materials.

Treat all blood and bodily fluids as potentially infectious, regardless of the source.

Wash hands thoroughly with soap and water after possible exposure.

Dispose of Sharps and Biohazard waste properly.

What to Do in the Case of Exposure

1. Wash affected skin immediately with soap and water.
2. If eyes or mucous membranes are exposed, rinse thoroughly with water for at least 15 minutes.
3. Report exposure to your supervisor right away.
4. Seek medical attention to determine next steps.

Upcoming Trainings

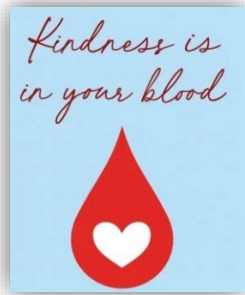
DHR_000088 - Bloodborne and Airborne Pathogens (online course)

Work Offer Letters & Industrial Commission:

This micro will cover purpose and explanation of Work Offer Letters to injured workers. The Industrial Commission Rehabilitation Division will explain benefits and options to injured workers to help them return to the workforce.

Register in Luma - DHR_000042

Wednesday, June 11, 2025, 2:00-3:00pm (MST) (Online)



Blood Drives

The primary purpose of a blood drive is to collect blood to provide vital blood transfusions for patients in need, including those undergoing surgeries, cancer treatments, and managing chronic illnesses or traumatic injuries.

These drives are crucial for ensuring a consistent blood supply, as there is no artificial substitute for human blood.

Every 2 seconds someone in the U.S. needs blood.

DHR will have (2) Donation Locations on June 10, 2025

Location: State Chinden Campus

Address: 11321 W. Chinden Blvd Bldg. 2 - Coral Room

Garden City, ID 83714

Time: 8:30am to 2:30pm

Location: JRW Building

Address: 700 W. State Street - East Conference Room

Boise, Idaho 83720

Time: 9:00am to 2:00pm

Upcoming Training

DHR Wellness Awareness Course

Wellness Awareness offers activities, strategies, and plans to help participants understand, recognize, and manage stressors. Additionally, participants will recognize the importance of self-awareness, demonstrating resilience, concerns with burnout, and intentional wellness planning. Register in Luma L&D - DHR_000049

June 18, 2025, 8:30am to 12:00pm (MST) (Online)

Before your Donation:

- Make an Appointment
 - QR Code on Flyer
- Complete your RapidPass to expedite your appointment.
 - QR Code on Flyer
- Eat iron-rich foods (red meat, fish, poultry, beans, spinach or raisins).
- Be Well Rested and Hydrated.

Be Prepared:

- Bring your Photo ID
- Medication List - All prescriptions or over the counter medications currently taking.

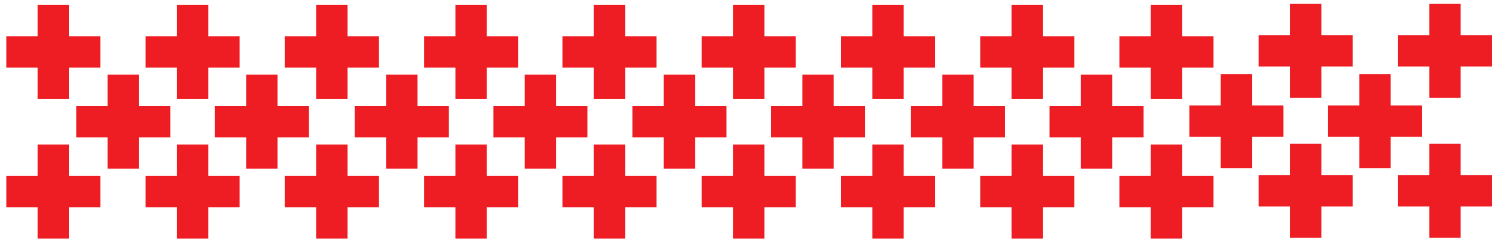
After Donation:

- Relax and have a snack
- Drink extra fluids and avoid alcohol for the next 24 hours.



American Red Cross

Give blood. Help save lives.



Blood Drive
State Chinden Campus

Coral Room
11321 W Chinden Blvd Building #2
Garden City, ID 83714

Tuesday, June 10, 2025
8:30 a.m. to 2:30 p.m.

Please visit RedCrossBlood.org and enter: ChindenCampus to schedule an appointment.



Scan to be directed to
RapidPass®

Streamline your donation experience and save up to 15 minutes by visiting RedCrossBlood.org/RapidPass to complete your pre-donation reading and health history questions on the day of your appointment.



Scan to schedule
an appointment.

1-800-RED CROSS | 1-800-733-2767 | redcrossblood.org | Download the Blood Donor App

©2017 The American National Red Cross

Give blood.

Every 2 seconds someone
in the U.S. needs blood.

American Red Cross



Blood Drive
State Agencies
JRW Building

East Conference Room
700 W State Street
Boise, ID 83720

Tuesday, June 10, 2025
9:00 a.m. to 2:00 p.m.

Please visit RedCrossBlood.org and enter: Idaho to schedule an appointment.



Scan to be directed to
RapidPass®

**Streamline your donation experience and save up to 15
minutes by visiting RedCrossBlood.org/RapidPass to
complete your pre-donation reading and health history
questions on the day of your appointment.**



Scan to schedule
an appointment.

1-800-RED CROSS | 1-800-733-2767 | redcrossblood.org | Download the Blood Donor App

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The latest Safety and Wellness topics, training and announcements.

Heat Illness

—

Upcoming Trainings

Heat Illness

FROI/Preferred Providers

—

Wellness (State of Mind)

Mental Health

—

Next Month Topics:

Workers Compensation

Red Cross/Blood Drives

Heat Illness

Addressing early signs of heat illness is critical to preventing medical emergencies:

Heat Illness is Preventable:

- Drink cold water
- Take rest breaks
- Find shade or a cool area
- Wear light colored; loose-fitting clothing where possible
- Check on your co-workers
- Some equipment can increase heat exposure

If a Employee Experiences:

- Headache or nausea after working in heat
- Abnormal thinking or behaviors
- Slurred speech
- Seizures, fainting, weakness or dizziness
- Heavy sweating or hot, dry skin
- Thirst

Take These Actions:

- Seek medical attention/Call 911 immediately
- Cool the employee down with cool water
- If possible, move the employee to a cooler or shaded area. Stay with the employee until help arrives.

UPCOMING TRAININGS

HEAT ILLNESS TRAINING

This training is designed to review Heat illness. Heat illness occurs when the body struggles to regulate temperature, leading to conditions like heat cramps, heat exhaustion, and heat stroke. This course is designed to bring awareness to heat related illness and provide knowledge on how to recognize and prevent these illnesses. Recognizing the signs and symptoms of heat illness is crucial for preventing serious complications or even death.

Audience: Anyone who wants to learn more about heat illness. Delivered by State Insurance Fund (SIF).

Register in Luma - DHR_000082 - Thursday, May 8, 2025, 3:00-4:00pm (MST) (Online)

FIRST REPORT OF INJURY & PREFERRED PROVIDERS - DHR Monthly Micro-Learnings

Register in Luma - DHR_000042 - Wednesday, May 14, 2025, 2:00-3:00pm (MST) (Online)



Mental Health Matters:

What mental health needs is more sunlight, more candor, and more unashamed conversation.

Mental health is a basis of overall well-being, influencing how we think, feel, and navigate daily challenges. Prioritizing mental health is not just about surviving the demands of work but thriving in both personal and professional life.

When employees prioritize their mental health, they are better equipped to handle challenges, foster positive relationships, and maintain focus and productivity at work. When we neglect our mental health, this can lead to stress, burnout, and decreased engagement, ultimately impacting team dynamics and organizational success.

While going for a walk can help an individual feel better in a time of crisis, for someone else, the ticket to improving their mental health may be to watch a movie. There is no one-size-fits-all. Five effective ways to improve mental health include practicing mindfulness, connecting with others, engaging in regular exercise, prioritizing good sleep, and practicing self-compassion. This can help you manage stress, lower your risk of illness, and increase your energy.

Employee Assistance Program (EAP) included as part of our medical plan. Services include six free counseling sessions per person, per incident, for various issues like relationship problems, anxiety, depression, grief and loss, and work stress. The program offers a range of services to support your mental health, emotional well-being and life-balance needs.

If you have any questions about the EAP, call ComPsych Guidance Resources at 1-800-922-2687. You can also always reach out to Regence Customer Service or sign in to your regence.com account for more information.

DHR offers a Wellness Awareness Course that offers activities, strategies, and plans to help participants understand, recognize and manage stressors. Participants will recognize the importance of self-awareness, demonstrating resilience, concerns with burnout, and intentional wellness planning.

Register in Luma L&D - DHR_000049 - June 18, 2025, 8:30am to 12:00pm (MST) (Online)

10 POSITIVE MENTAL HEALTH HABITS

THAT WILL HELP YOU DEAL WITH CHALLENGING EVENTS

- ♥ **Talking** - By talking about your thoughts and feelings, people will be able to help you problem solve and get the best support.
- ♥ **Thinking Errors (Journaling)** - Writing down your thoughts on a piece of paper and identifying thinking errors will help you spot any unhelpful thinking styles.
- ♥ **Mindfulness** - Engaging in mindfulness activities can calm both your mind and body and help you stay focused on the present moment.
- ♥ **Challenging Thoughts** - Challenging unhelpful thoughts can be useful technique for helping to provide you with accurate, realistic and more helpful thoughts.
- ♥ **Connecting** - Connecting with friends and family on a regular basis can help boost mood and reduce stress.
- ♥ **Relaxation** - Scheduling time for yourself where you can relax is important for your overall wellbeing.
- ♥ **Strengths** - Identifying and working towards your strengths daily will provide you with an extra sense of confidence.
- ♥ **Values** - Staying connected to your values and things that are important to you will help provide you with a sense of meaning.
- ♥ **Exercise** - Engaging in regular exercise can support you to feel better and less stressed.
- ♥ **Problem Solving** - Problem Solving can help reduce worry and provide you with a practical solution to any problems you are facing.



The latest Safety and Wellness topics, training and announcements.

Distracted Driving

—

Upcoming Trainings

Heat Illness

Supervisor Safety Training

FROI/Preferred Providers

Wellness (State of Mind)

Sleep

Next Month Topics:

Heat Illness

Employee Wellness Month

Distracted Driving

Focus on minimizing distractions while behind the wheel to prevent accidents and injuries.

Why Distracted Driving is Dangerous:

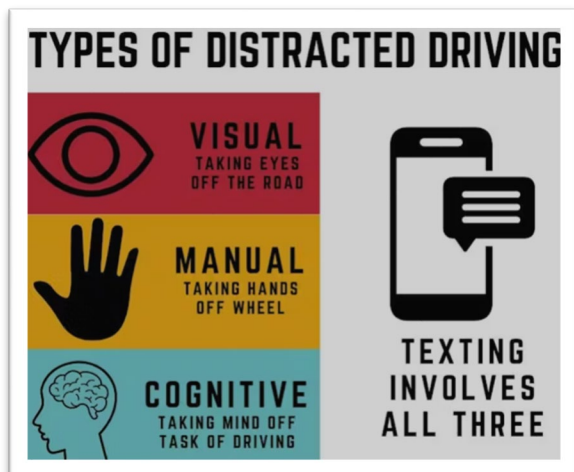
- Increases the risk of crashes.
- Fatal consequences.

What things Cause Distracted Driving:

- Talking or Texting on your phone.
- Eating and Drinking.
- Talking to people in your vehicle.
- Adjusting the stereo, temperature or navigation systems.
-

Tips for Safe Driving:

- Put away your phone – Turn off notifications while driving.
- Designate your passenger to handle calls, texts or other tasks.
- Plan & input your route before you start driving.
- Focus on the road and avoid multitasking.
- If you're feeling tired or distracted, pull over to a safe location and take a break.



Upcoming Training:

DHR offers an Online Defensive Driving Development Plan to Employees:

Supervisor Safety Training - See Attached Flyer

Heat Illness - May 8th 2-3:00pm (Teams)

Heat illness occurs when the body struggles to regulate temperature, leading to conditions like heat cramps, heat exhaustion, and heat stroke. This course is designed to bring awareness to heat related illness and provide knowledge on how to recognize and prevent these illnesses. Recognizing the signs and symptoms of heat illness is crucial for preventing serious complications or even death.

Micro-Learning - May 14th - First Report of Injury and Preferred Providers:

This session will cover how to submit a FROI including Org Codes, understanding documents and Information needed prior to submittal and explanation of Preferred Providers.

Wellness (Our State of Mind)



Prioritizing sleep is crucial for safety & overall well-being:

Fatigue can significantly impair cognitive function, reaction time, judgment and increase accidents and injuries both at work and while driving. Sleep deprivation can lead to decreased productivity, increased errors and higher risk for workplace injuries.

Sleep plays a vital role in your emotional well-being. Sleep helps regulate your moods and enough sleep allows your brain to regulate emotions more effectively, helping us feel more stable, resilient and better equipped to handle life changes.

Adequate sleep improves our reaction times, enhances decision-making skills, and boosts creativity and problem-solving abilities. Getting enough sleep can help reduce illness, maintain healthy weight, reduce stress, reduce injuries and improve your overall attention and memory to better perform daily activities.

Sleep & its impacts:

Do you get enough sleep:

Adults need 7+ hours or more of sleep each night. Lack of sleep is linked to several chronic diseases and conditions:

- Diabetes
- Heart Disease
- Obesity
- Depression

Tips for Good Sleep:

- Go to bed on a schedule and wake up at the same time each day, including weekends.
- Keep bedrooms quiet, dark and at a comfortable temperature.
- Remove electronic devices from the bedroom.
- Avoid large meals, caffeine, and alcohol before bed.
- Being active during the day can help you fall asleep at night.

DHR offers Wellness Awareness Course



Wellness Awareness offers activities, strategies, and plans to help participants understand, recognize, and manage stressors. Additionally, participants will recognize the importance of self-awareness, demonstrating resilience, concerns with burnout, and intentional wellness planning.

Register in Luma L&D - DHR_000049

June 18, 2025, 8:30am to 12:00pm (MST) (Online)

SUPERVISOR SAFETY TRAINING

WHEN & WHERE

4/16/2025 – 10:00am to Noon - Twin Falls

- DHW - 601 Pole Line Road, Twin Falls

4/30/2025 – 9:00am to 11:00am – Pocatello

- 421 Memorial Drive, Pocatello

5/06/2025 – 9:00am to 11:00am – Lewiston

- DHW - 1118 F Street, Lewiston

5/13/2025 – 10:00am to Noon - Coeur d' Alene

- DHW - 1120 Ironwood Drive, CDA

5/14/2025 – 9:30am to 11:30am – Boise

- E. Annex - 514 W. Jefferson Street, Boise

5/22/2025 – 9:30am to 11:30am – Idaho Falls

- SEPH - 1250 Hollipark Drive, Idaho Falls

Supervisor Safety Training provided by the State Insurance Fund (SIF) to deliver training across the state in each region. The training includes the basics of workers compensation, understanding why accidents happen, supervisor role and responsibility, identifying hazards and controls, incident investigation and training. This training is designed for Supervisors only.

**REGISTER
NOW**

DHR_000021

Register in Luma

TOPICS

- **Workers' Compensation**
- **Roles**
- **Responsibilities**
- **Identifying hazards**
- **Identifying controls**
- **Incident Investigations**
- **Accident causes**

BENEFITING

- **Supervisors**

PROVIDED BY:

- **DHR & SIF**

The latest Safety and Wellness topics, training and announcements.

Eye Safety

Eye Protection &
Digital Eye Strain

Upcoming Trainings

Supervisor Safety Trainings

Nutrition (State of Mind)

Food Connects Us

Next Month Topics:

Distracted Driving
Importance of Sleep

Workplace Eye Safety

Wearing eye protection and digital eye strain.

Eye Protection

- Safety glasses help protect your eyes from objects that can pierce, bruise, scratch or damage them. They are designed to withstand high impacts from work tasks and anything creating flying debris or particles.
- Identify risks that include flying debris, chemical/liquid splashes, dust, or any object that could meet your eyes in your work areas.
- There are many ways to protect yourself from eye injury, but safety glasses are the most common and the simplest safeguard for protecting your eyes from injury.
- Safety goggles and face shields are alternatives based on the specific hazards.

Digital Eye Strain

- Follow the 20-20-20 rule - Look away from your screen every 20 minutes to focus on an object 20 feet away for 20 seconds.
- Sit at arms length or 25 inches from your computer screen.
- Adjust your room lighting and increase the contrast on your computer.
- Blink often to keep your eyes moist and refreshed. Use artificial tears when your eyes feel dry.
- Adjust screen settings for comfort for correct height and distance.
- Minimize glare from windows and blinds.
- Take regular breaks from screen time.



WORKPLACE EYE
WELLNESS MONTH
March

Upcoming Training - Supervisor Safety Training

Supervisor Safety Training with the State Insurance Fund (SIF) to deliver training across the state in each region. The training includes the basics of workers' comp, understanding why accidents happen, supervisor role and responsibility, identifying hazards and controls, incident investigation and training. (Supervisors only). **Register in LUMA L&D - DHR_000021**

Course Dates and Locations:

04/16/2025 - 10:00am to Noon - Twin Falls
04/30/2025 - 9:00am to 11:00am - Pocatello
05/06/2025 - 9:00am to 11:00am (PST) - Lewiston
05/13/2025 - 10:00am to Noon (PST) - Couer d' Alene
05/14/2025 - 9:30am to 11:30am - Boise
05/22/2025 - 9:30am to 11:30am - Idaho Falls

Wellness (Our State of Mind)



Food Connects Us

The path to wellness often begins on our plates, the food we eat and our company.

Did you know that sharing a meal with a family member or a friend can have an overall impact on your mental health? Eating together creates a break from the pressures of daily life and allows everyone to relax and connect with one another. Sharing a meal strengthens relationships, it's an opportunity to talk, listen and connect. Family meals can help build closer families, strengthen communication and promote identity and a sense of belonging.

Food connects people in many ways including culture, memory or shared experiences. Food is a core part of our identity and the way we learn about others. Think about your grandmother's favorite recipe or the smell of her kitchen when she baked cookies. The flavor and aromas of food can trigger amazing memories and experiences. These shared experiences can strengthen connections among people.

Food is important to our stress, moods and emotional wellbeing. The goal is to have a well-balanced diet. A varied, healthy diet improves your memory, concentration, and can increase your level of optimism and protect your overall mental health. Good food is the foundation of genuine happiness.

Small steps towards a nutritional journey:

- Plan a family or friend dinner
- Focus on healthy recipes
- Try including more fruits and vegetables in your diet
- Read or educate yourself to enhance your knowledge about nutrition
- Document your journey, share recipes, tips or milestones. [Submit your favorite recipe using the form link here to be shared on our Health Matters page.](#)
- Visit farmer markets, get fresh produce and use nutritional ingredients
- Avoid Fast Food

Food for Thought!

WORD SEARCH

Words may be horizontal, vertical, diagonal, or backwards

Acorn Squash	A	C	O	R	N	S	Q	U	A	S	H	C	E
Bulgur	S	A	P	K	E	A	D	L	I	N	E	W	I
Chard	N	M	E	D	R	M	P	O	P	C	O	R	N
Chicken	O	R	P	S	U	A	E	S	B	L	Y	U	D
Edamame	O	Y	A	I	N	T	C	A	S	D	E	G	B
Honeydew	T	A	R	O	R	O	O	T	N	K	N	L	S
Kiwi	E	D	M	D	K	M	H	R	I	A	U	U	R
Lychee	R	B	E	E	Y	C	B	W	O	C	R	B	R
Okra	W	I	S	A	R	D	I	N	E	S	B	Y	E
Parmesan Cheese	N	R	A	N	O	M	W	H	R	N	T	S	N
Popcorn	E	L	N	A	L	E	E	M	A	M	A	D	E
Sardines	K	U	C	S	A	T	S	G	S	T	P	E	C
Sesame Seeds	C	T	H	D	E	C	U	B	O	R	W	E	H
Tamarind	I	G	E	L	Y	H	R	A	O	M	H	S	I
Taro Root	H	Q	E	H	O	L	Q	D	M	W	C	E	L
Yogurt	C	H	S	P	G	R	N	L	G	E	D	M	A
	O	P	E	C	U	I	P	R	E	D	R	A	T
	P	W	G	B	R	P	K	H	N	Y	Q	S	D
	L	I	O	A	T	U	C	P	A	E	N	E	W
	N	G	M	R	R	Y	E	H	T	N	U	S	C
	R	A	E	K	L	G	I	N	O	O	R	I	F
	T	O	L	B	A	D	W	E	C	H	A	R	D

The latest Safety and Wellness topics, training and announcements.

Ergonomics

Upcoming Trainings

Wellness (State of Mind)

Next Month Topics:

Workplace Eye Safety

Focus on Nutrition

Ergonomics in the Workplace

The three main ergonomic principles are posture, workstation setup and movement.

Posture

- Maintain a neutral posture: Keep your joints aligned to reduce strain on your muscles, ligaments and tendons.
- Avoid Static postures: Holding the same position for too long can cause fatigue and discomfort.

Workstation Setup

- Keep everything in reach: Avoid unnecessary stretching and strain by keeping items within reach.
- Work at the right height: Use adjustable workstations so that workers can extend their legs to the table.

Movement

- Reduce excessive motions.
- Minimize pressure points: Avoid excessive pressure points, such as squeezing hard onto a tool.
- Reduce Excessive Force: Use mechanical assists, counter balance systems and adjustable workstations to reduce work efforts.



Office Ergonomics Training:

This training is designed to review good ergonomic practices. Participants will learn the basics of Ergonomics, signs, symptoms and causes of muscular strains and sprains as well as methods to minimize risk exposure to these types of injuries. Discussions will include good ergonomic practices for office.

Audience: Employees whose primary job responsibilities involve operating a computer, sitting at a desk, and/or office work.

Register in Luma - DHR_000018

Thursday, February 27, 2025, 3:00-4:00pm (MST) (Online)

It's American
Heart Month



Walk out the Stress

Everyone experiences stress at one time or another, and stress affects all of us in different ways. But this much is true for everyone: Regular exercise reduces the harmful effects of stress.

Chronic stress can affect your mental and physical health.

When you are stressed, your body releases cortisol and other stress hormones. If this bodily response to stress goes on for a long period of time, it can put you at risk for certain health conditions, such as:

- digestive problems and weight gain
- anxiety and depression
- headaches
- sleep problems
- memory and concentration issues
- high blood pressure, heart disease and stroke

Tips for walking to reduce stress:

- Walk at a comfortable pace
- Walk in nature, like a park or near a river
- Walk around the block when you are feeling overwhelmed
- Make walking part of your regular routine

What can you do about stress?

There are small stress-fighting changes you can try. You can lower your stress by:

Find a friend and connect, friendships are important!

Move your body, heart and your mind. Dance like no one is watching, take a walk with a co-worker or go to the gym.

Get enough sleep and turn off all screens 1 hours prior to going to bed.

Learn to focus on your breathing

- Get comfy and take a normal breath.
- Next, take a deep breath slowly through your nose, filling up your chest and stomach. Let your belly really puff out!
- Now breathe out slowly through your mouth (or nose) and repeat.



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Wellness Awareness offers activities, strategies, and plans to help participants understand, recognize, and manage stressors. Additionally, participants will recognize the importance of self-awareness, demonstrating resilience, concerns with burnout, and intentional wellness planning. **Register in Luma L&D - DHR_000049**

- March 19, 2025, 8:30am to 12:00pm (MST) (Online)
- June 18, 2025, 8:30am to 12:00pm (MST) (Online)