

**Chapter 1 : CDC - What Can I Do to Reduce My Risk of Skin Cancer?**

*Risk factors can increase a person's chances for drug abuse, while protective factors can reduce the risk. Please note, however, that most individuals at risk for drug abuse do not start using drugs or become addicted.*

In , the U. Sentencing Commission established the most recognized standards for an effective Program within its Sentencing Guidelines Manual "Guidelines". These Guidelines are closely aligned with the principles set forth in compliance guidance that various agencies have developed over time. These include guidance related to investment companies , companies interacting with foreign officials , hospitals , nursing homes , pharmaceutical companies, and government contractors to name a few. These Guidelines and this guidance have been used by organizations to design and implement their Programs. While there is no "one-size-fits-all" Program for every organization, there are several core components that must exist to have an effective Program. These components are set forth below. The foundation of these controls should be a code of conduct. The code should contain an overall description of the program and address in a practical manner the compliance risks that are relevant to the organization. It should identify clearly those who are responsible for administering the program, the role of the governing authority, and provide general guidance on the business behavior expected of all employees. The code should also identify clear channels for reporting misconduct or violations of the code, and make clear that disciplinary action will be taken if an employee violates the code. In addition to the code, an organization needs to have more specific policies and procedures to provide detailed guidance on the approach the organization wants employees to follow, or avoid, in its business relationships. These can be policies that address areas such as conflicts of interest, political contributions, agent and vendor due diligence, internal accounting practices, anti-corruption expectations, record retention, government funded projects, export controls, and custom issues. Depending on the industry, there are several guidance manuals, such as those identified above, that attempt to explain the types of areas that should be addressed. Specific individuals among high-level management should be assigned overall responsibility for the Program. One or more individuals should be assigned responsibility for the "day-to-day" operations of the program. Those individual s should have direct access to the governing authority and report to it periodically. This direct access is necessary to ensure that compliance information is channeled to those with the ultimate accountability for the organization. Those responsible for running the program should have adequate resources to operate the program effectively. What is deemed adequate will vary depending on the size and operations of the organization. It is further expected that corporate leadership strive to foster a culture that promotes compliance with the law. This "culture of compliance" can be achieved through publicly rewarding compliant behavior and making clear that the reporting of non-compliant behavior benefits the organization and will not be met with retaliation. Reasonable Efforts to Exclude Bad Actors From Managerial Ranks An organization should take reasonable steps to ensure that individuals with substantial authority have not engaged in illegal activities or conducted themselves in a manner inconsistent with the Program. This would include background checks and following up with prior employers or references in connection with hiring and promoting. The EPLS identifies those tagged with administrative and statutory exclusions across the entire government, as well as individuals barred from entering the United States. Similarly, an organization that receives revenue or payments from federal healthcare programs, like Medicare and Medicaid, should consider steps to ensure that employees are not listed on the OIG Excluded Parties List. This list is maintained and published by the OIG and lists all persons and entities who have been "excluded" from participation or involvement in federal health care programs. Proper training typically includes training on the code of conduct, and basic components of the compliance and ethics program. Depending on the size of the organization, additional specialized training should also take place for the various policies and procedures applicable to specific employees who need them to properly perform their jobs. It is recommended that training be tracked, attested to, documented, and followed-up. This is an essential component of the Program as it allows the organization to evaluate whether it is effective and is being followed. In general, the audit should assess compliance with the code of conduct as well as the policies and procedures adopted to promote adherence with laws and regulations. Whether the

audit is conducted internally by someone within the organization or by an outside entity, it should be done by individuals who are independent from the area being audited. Effective lines of communication with employees regarding compliance concerns, questions, or complaints are critical. Employees must be comfortable speaking with a compliance officer or management regarding compliance concerns that may arise. Utilizing a reporting system, such as a hotline or helpline, is important to provide a means for employees and agents to report or to seek guidance about potential or actual improper conduct. The Guidelines and several compliance guidance also recommend that the reporting system incorporate a non-retaliation policy and that an organization should allow for anonymous or confidential reporting. The non-retaliation policy should be clearly documented, communicated to employees, included in training, and strictly enforced. Few things will chill a compliance reporting process more than if employees perceive that they will be punished in some way for reporting problems or asking for guidance. What is an appropriate incentive on disciplinary action will be "case specific. Appropriate disciplinary actions could range from a reprimand with additional training, to a demotion, to termination. Ultimately, in order to be effective, the incentive or disciplinary action should be proportional to the conduct. The failure to prevent or detect improper conduct in and of itself does not mean that a Program is ineffective. Thus, it is important for appropriate remedial measures to be taken. Such measures may include anything from disciplinary measures aimed at the person responsible for the improper conduct to modifying the compliance Program that is currently in place. This assessment usually entails evaluating factors such as audit results, recent litigation or settlements, compliance complaints, employee claims, industry enforcement trends, and the existence and sufficiency of policies covering an area. Organizations are now implementing formal risk assessment processes, whereas before they were frequently done more informally. The organization should map the results of a risk assessment on a "matrix" to show the level of risk for each area examined, the likelihood of a violation and the likely damage to the organization from a violation. These "risk matrices" should then be used to help prioritize program activities for the coming year. An organization should conduct a risk assessment at least once a year. Conclusion The importance and complexity of compliance programs have skyrocketed in recent years. It has become a key element for employees, investors, regulators, and everyone interested in running, protecting, and evaluating an organization. Although some of the best guidance comes from the federal sentencing guidelines, by the time a problem gets to the sentencing stage, it is far too late to implement a compliance program. These eight components provide the essential foundation to begin -- today to protect any highly regulated organization. The time to start is now.

**Chapter 2 : Rush Promotes, Protects Breastfeeding – Rush InPerson**

*Develop And Promote A Risk Management Culture A sound risk management culture is the foundation for reducing risk exposure. In financial institutions, employees have elaborate risk management.*

However, a push for employee rights gained momentum in the 20th Century, resulting in a series of important laws that millions of Americans rely on to this day. These days, the Department of Labor enforces roughly worker protection laws, ranging from pay requirements to parental leave benefits. Other protections are supervised by agencies such as the U. Equal Employment Opportunity Commission. Below are some of the key federal protections offered to employees. In addition, the FLSA assures that non-exempt workers receive time-and-a-half for any overtime they perform. The law offers special protections for minors as well. For non-agricultural positions, it limits the number of hours that children under the age of 16 can work. Additionally, the FLSA prohibits businesses from hiring those under 18 for certain high-risk jobs. The legislation created a number of specific safety provisions, including industry-specific guidelines for construction, maritime and agricultural jobs. The Occupational Safety and Health Administration has the primary responsibility for enforcing the law, although state agencies may also have a role in implementing certain provisions. While the protections affect most employees, self-employed individuals and those working on small family farms are among those exempted from the law. Health Coverage When it was first passed in , the Affordable Care Act promised to make health insurance a right for workers at most medium- and large-sized businesses. Employers and employees each contribute an amount worth 6. However, self-employed individuals bear the full cost of the tax, kicking in Unemployment Benefits Even though each state has its own unemployment insurance agency, jobless benefits are actually offered through a joint federal-state program. States manage payments to the unemployed, but have to meet certain federal guidelines in terms of how they do so. To qualify for payments, individuals must have been unemployed for reasons outside their control – for example a layoff or firing – and meet state-specific requirements. In most cases, workers are eligible to receive benefits for up to 26 weeks, although payments are sometimes extended during periods of economic turmoil. While not as generous as unemployment payments in some European countries, the U. Whistleblower Protections A patchwork of federal statutes help protect whistleblowers who report their employer for violations of the law. Often, whistleblower protections are built into other pieces of legislation that govern an industry. For example, the Clean Air Act safeguards those who highlight violations of environment law and the Consumer Product Safety Improvement Act offers protection to those who uncover unlawful manufacturing policies. Workers who feel they have suffered retribution for reporting company violations should file a complaint with their local OSHA office within 30 days of the incident. To receive FMLA benefits, one must have been with the company for at least 12 months and worked at least 1, hours during the past year. The law only applies to businesses that employ at least 50 employees within a mile radius. Employment-Based Discrimination The Civil Rights Act of was a watershed moment for social justice in America, especially when it came to employment. Title VII of the Act made it illegal for businesses to discriminate based on "race, color, religion, sex or national origin. The Bottom Line Today, American employees enjoy numerous legal protections designed to provide a minimal level of income and shield them from danger in the workplace, among other safeguards. Trading Center Want to learn how to invest? Get a free 10 week email series that will teach you how to start investing. Delivered twice a week, straight to your inbox.

**Chapter 3 : Protecting Information and Limiting Risk | Iron Mountain**

*How risk factors affect children. While risk factors often indicate circumstances that may severely challenge children's mental and emotional wellbeing, predicting whether or not an individual child develops a mental health difficulty is not straightforward.*

A risk tool that promotes safety, equity, and justice Every day, judges across America face defendants who have been arrested and who come before the court for arraignment. Should that person await trial in jail, or can he or she be safely released? In order to make this decision, judges rely on their own instincts and on the limited information they have on hand. Many use a bail schedule, a chart that designates a specific money bail amount for each criminal charge. This means that, in many jurisdictions, money becomes a proxy for risk. We have seen time and again the results of this flawed system. People who pose significant public safety risks are able to post bail and go on to commit other crimes. And low-level, nonviolent, and often minority defendants who are unlikely to commit a new crime are kept behind bars. In addition, research shows that even a short stay in jail can have negative consequences for individuals, families, and communities. It can cause a person to lose a job, housing, and even custody of his or her children. Faced with these pressures, pretrial defendants often plead to crimes they may not have committed just so they can get back to work and their families. Clearly this system is broken. Money bail does not answer what should be the dispositive questions at the time of arraignment: Will the defendant, if released pending trial, show up for court on his or her designated date? And will he or she commit a crime if released during this period? It is a research-based, data-driven pretrial risk assessment tool that provides judges with objective information about the likelihood that a defendant will commit a new crime or will fail to return to court. The tool uses nine factors pulled from the administrative record to produce those two risk scores and flag defendants who pose an elevated risk of committing a violent crime. We developed the PSA after conducting extensive research. A team under the direction of two leading researchers in the pretrial field analyzed , cases from more than jurisdictions to identify the factors that were most predictive of 1 failure to appear, 2 criminal activity, and 3 violence. The PSA does not take into account race, gender, employment status, level of education, or history of substance use. Anyone is able to see how the risk factors are weighted and how the risk scores are calculated. Judges can consider the PSA report for each defendant when deciding whether a person should be released or detained, but maintain their full judicial discretion in all cases. Preliminary data indicate that the PSA has the potential to produce a positive impact. For example, in Lucas County, Ohio , pretrial crime is down and significantly more people are returning to court since the county began using the risk tool. This means the system is fairer and the community is safer. Yet despite these positive results, vested special interests are fighting the PSA. However, the sad truth is that tragic events will occur regardless of whether judges use a risk-based system such as the PSA or a money bail system. The PSA is not a panacea, but it is an important step in the right direction. The tool has great promise and we remain committed to creating a system that promotes safety, equity, and justice.

**Chapter 4 : What are risk factors and protective factors? | National Institute on Drug Abuse (NIDA)**

*Nicotine promotes proteasome-dependent degradation of SIRT6, which in turn protects cells from stress-induced apoptosis and prevents or ameliorates neurodegenerative pathologies. Selective targeting of SIRT6 might have a therapeutic effect against PD.*

It may not reflect current policy but still provides valuable practice guidance. At a glance Enabling risk, ensuring safety: Self-directed support and personal budgets Published: November Key messages Providing real choice and control for people who use social care means enabling people to take the risks they choose, particularly in the use of self-directed support and personal budgets. With the support of frontline staff, people using services should be enabled to define their own risks and to recognise, identify and report abuse, neglect and safeguarding issues. Informed choice is vital. Practitioners may be concerned with balancing risk enablement with their professional duty of care to keep people safe. Good quality, consistent and trusted relationships and good communication are particularly important. Risk enablement can transform care, not just prevent abuse. Risk enablement and safeguarding training for staff, people using services, carers and families is important in achieving this. Risk enablement should become a core part of placing people at the centre of their own care and support. The briefing summarises research findings from UK and international studies and emerging practice. The aim is to highlight evidence of what may help or hinder risk enablement and adult safeguarding in the context of promoting independence, choice and control. It also provides some examples of how practice is developing. The briefing does not constitute guidance or advice on safeguarding and self-directed support. Its main purpose is to signpost current and growing knowledge and to give an indication of potentially effective ways of working for all those interested in risk enablement, safeguarding and frontline practice in personalisation. Close Background The personalisation agenda for the transformation of adult social care in England promotes independence and aims to give people who use services more choice and control over the way their support is provided. The move to self-directed support and personal budgets includes the option for people to have a direct payment to purchase their own support. Some commentators have been concerned about potential challenges for practitioners in balancing risk enablement with their professional duty of care for self-directed support and personal budgets. Personal budgets have sometimes been misunderstood, leading to the idea that people will be left unsupported in organising their own services and will have to take full responsibility for managing their budgets and risks alone. Policy on safeguarding The key statutory guidance in England is No secrets: Guidance on developing multi-agency policies and procedures to protect vulnerable adults from abuse DH No secrets is currently under review DH In addition Safeguarding adults ADASS provides a safeguarding good practice framework used by many local authorities. Among other things, multi-agency arrangements have been influenced by the Dignity in Care campaign, equalities and human rights legislation, Fair Access to Care Services guidance, mental health legislation and wider debates about child protection systems. Mental Capacity Act The key policy guidance in Northern Ireland is Safeguarding vulnerable adults: However a wider programme of reform is being taken forward by government to improve vulnerable adult safeguarding outcomes, and this will include a review of policy It is targeted at organisations in the community, voluntary and independent sector, although providers of regulated services can also use these standards to enable their compliance with the requirements for the protection of vulnerable adults set out in the Minimum Standards published by the DHSSPS and in the Quality Assessment Framework under Supporting People. Practice issues Traditionally, continuing risk assessment and risk management has been seen as an essential part of adult social care. The assessment of risk has often raised difficult questions for practitioners balancing empowerment with duty of care. The rights of adults to live independent lives and to take the risks they choose need to be weighed carefully against the likelihood of significant harm arising from the situation in question. Relevant issues in assessing the seriousness of risk of abuse include: The views of people who use services were largely absent, and there were few evaluations of risk management systems and interventions. Professional assumptions about the competence and capacity of people with mental health problems were found to be linked to perceptions of these people as dangerous

individuals. This was particularly true for black people. The review also showed that both people who use services and practitioners may withhold, or be reluctant to share, risk-related information. This can leave people without support when taking the risks that are important to them, or conversely leave them ill-informed about options and choices. Studies examining the experience of direct payment users emphasised the positive benefits of the risk involved with someone purchasing their own care. I have ways of managing those risks: They need to be agreed beforehand and followed at that time. Messages at corporate, practitioner and service user level Because it is a new approach for the UK, little investigation into risk enablement practice for personal budgets has been undertaken. Also, there is a lack of specific research focusing on how people using support services perceive and manage risk. However, some lessons can be learned from the IBSSEN evaluation, international studies and the implementation of direct payments. Themes emerging from research are centred on the three different levels where risk management may be focused: Most of the evidence available concerns organisations and practitioners. Key messages from the research are that: The promotion of choice and control for people who use services implies the need for organisational change to respond to new person-centred ways of working. Risk enablement should become a core part of the transformation of adult social care. Practitioners may not be confident about sharing responsibility for risk if their organisation does not have a positive risk enablement culture and policies. A supportive system is one which clearly incorporates self-directed support with safeguarding policy and practice, abuse detection and prevention. Risk enablement and safeguarding training for staff, people using services, carers and families is important. Practitioner level The practitioner level relates to how frontline staff and first-line managers are enabling choice and control alongside ensuring the safety of people using services. Corporate risk approaches can result in frontline practitioners becoming overly concerned with protecting organisations from fraud when administering direct payments. This reduces their capacity to identify safeguarding issues and enable positive risk taking with people who use services. Social work skills and relationship-based working with the person using the service are required, both to promote risk enablement as part of self-directed support and to detect and prevent abuse as part of safeguarding. Rebalancing social work resources towards frontline activity with people using services, their carers and families could enhance overall organisational risk management and safeguarding. People who use services, their carers and families This level relates to how people using adult social care services are staying safe, including how they identify their own risk and safeguarding issues and are supported to take positive risks as part of person-centred assessment and support planning. With the support of frontline staff, people using services should be enabled to define their own risks and empowered to recognise, identify and report abuse, neglect and safeguarding issues. Communication which supports risk enablement and safeguarding should be led by the language and understanding of the person using the service. This approach should be a core part of self-directed support, including assessment and regular review of outcomes. Informed choice is vital for risk enablement. Personal budget holders need access to information and advice about safeguarding, employment, legal aspects, reporting, peer support and accredited people and organisations. Andy Andy lives with his family in Cumbria. He has Autism and a learning disability. After leaving college, Andy was offered a place at a day centre for adults with learning disabilities, but he knew he could do much more. He wanted a job "working with cars if possible. Andy found a course at Myerscough College where he could learn about the different aspects of motor sport. But people around Andy were worried about the risks. They worried Andy might not cope with the course, managing money, meals and day-to-day-life. Mostly, they worried Andy would be vulnerable to abuse or exploitation. Andy got a personal budget and wrote a support plan. This made it clear that the course was so important that the risks were worth it. So the money from social services enabled him to go to college. However, during his first months at college, Andy lost several hundred pounds, and his PSP games console. Andy successfully finished his course and now has a part-time job working voluntarily at Halfords and a paid part-time job as a project coordinator for People First Cumbria. Andy says if he had been completely protected from risk, he would never have learned about trust and gained the confidence to deal with people trying to take advantage. I needed to make mistakes too so I could learn. Managing risks and safeguarding What is happening in practice? The research has shown that risk enablement needs to be a core part of the self-directed support process and that personalisation and adult

safeguarding practice and policy need to be more closely aligned and inform each other. They should be underpinned by the principle of person-centred practice and the promotion of choice, control, independent living, autonomy and staying safe. A shared adult personalisation and safeguarding framework can support this. ADASS and the South West Regional Improvement and Efficiency Partnership in England have developed a safeguarding and personalisation framework with safeguarding leads, people using services and other key partners Richards. The framework is structured to support processes at corporate, practitioner and individual service user level. It can be used to check and improve local practice in terms of high level business processes, risk assessment and risk management. The emphasis is on shared decision making which supports person-centred frontline practice and improves practitioner confidence. Duty of care decisions can be made in a shared and informed way, with transparent, shared responsibility. Improving corporate risk management strategies Lincolnshire County Council found that problems were arising from inaccurate perceptions of risk, which focused on protecting the council from financial fraud. A complicated audit system had been put in place, which diverted valuable staff time away from focusing on risk issues relating to individuals. Direct payment staff reported fewer problems to be resolved and frontline staff identified a number of cases of misuse of funds as a result of closer links with individuals. This demonstrated the benefit of building closer relationships rather than relying solely on technical processes in identifying and addressing misuse of funds. Evaluation of the new system showed significantly improved performance in the take-up and management of direct payments alongside efficiencies and cash savings.

### Chapter 5 : Risk and protective factors: the Primary years | calendrierdelascience.com

*In a recent discussion with a colleague on preparing for 'black swan' events, we concluded that regardless of the size, type and structure of an organisation, it was having the right risk culture that was the key success factor in preparing for and surviving an improbable event.*

### Chapter 6 : SCIE: Enabling risk, ensuring safety: Self-directed support and personal budgets

*Risk & Protective Factors Research shows that the risk for substance abuse and other adverse behaviors increases as the number of risk factors increases, and that protective factors may reduce the risk of youth engaging in substance use that can lead to substance abuse.*

### Chapter 7 : Protective Factors to Promote Well-Being - Child Welfare Information Gateway

*Can the CDRH both protect patients while at the same time promote innovation? Shuren says yes. Shuren says yes. He told the committee that his division needs funding to be predictable, consistent, and transparent and to encourage innovation in the medical device field.*

### Chapter 8 : Eating nuts promotes cardiovascular health - Harvard Health

*We all have a responsibility to promote the welfare of children and protect those at risk of harm. It is important that young people can grow up in an environment that is as safe and stable as we.*

### Chapter 9 : Establishing an Effective Compliance Program: An Overview to Protecting Your Organization

*the omega-3 fats found in walnuts may protect against irregular heart rhythms; nuts are rich in arginine, a substance that may improve blood vessel function; other nutrients in nuts (such as fiber and vitamin E) may also help lower cardiovascular risk. Nuts are nutritional powerhouses, but high in calories.*