



MAINE MUNICIPAL ASSOCIATION RISK MANAGEMENT SERVICES

2021 Kevin Mitnick Security Awareness Training	Asher Model: Encourage Healthy Habits	Bloodborne Pathogens for Law Enforcement Officers
5 Clear Signs It's Time for You to Fire a Toxic Employee	Asher Model: Encourage Spirituality Asher Model: Focus on the Solutions	Body Language Can Actually Boost Your Confidence Brainstorming and Solving
6 Big Roles Every Great Leader Takes On at the Office	Asher Model: Making It OK to Not Be OK Asher Model: Partner with the Family	Bucket Safety Budgeting for Elected Officials
6 Tips for Parents Working From Home	Asher Model: Provide Peer Support	Building a Gender Inclusive Workplace
8 Tips for Working From Home	Asthma Awareness for K-12	Building a Kind and Connected Workplace
A COVID-19 Response: Returning to Work	Avoiding Animal Bites	Bulldozer Safety
Accident Incident Investigation	Avoiding Collisions While Backing & Parking	Bullying Prevention at Camp
Accommodating K-12 Students with Disabilities	Avoiding Phishing Attempts	C.A.R.E. About Implicit Bias
Accountability for Supervisors	Avoiding Ransomware & Malware Attacks	Camp Aquatics Safety
Acting With Empathy	Avoiding the Crush Zone	Chainsaw Safety
Active Shooter and Workplace Violence Response (Workplace)	Back Safety Backhoe Safety with Trackhoe Supplement	Challenge Organizational Bias Change Management
Addressing Substance Abuse Issues in the Workplace for Employees	Basic Construction Safety Basic Industrial Safety	Child Sexual Abuse Prevention at Camp Civility in the Workplace
Addressing Substance Abuse Issues in the Workplace for Supervisors	Be Assertive, Not Aggressive Become A Disability A.L.L.Y. In Your Workplace	Coaching Crash Course Coaching to Build Skills
Addressing Workplace Dysfunctions	Becoming a Vulnerable Leader	Coaching to Develop Motivation
Aerosol Transmitted Diseases	Before and After School Program	Common Mistakes of Managers
Aggressive Driving and Road Rage	Behavior-Based Safety for Supervisors	Common Sense and Mental Health
Allergy Awareness for K-12	Below 100	Community Policing, Part I
Analyzing Work Processes	Below 100 Tenets: Remember, Complacency Kills!	Community Policing, Part II
Anti-Bias Policing: Part 1	Below 100 Tenets: Watch Your Speed	Complying with HIPAA for Employees
Anti-Bias Policing: Part 2	Below 100 Tenets: Wear Your Belt	Complying with the Gramm-Leach-Bliley Act
Anti-Bullying Supervisor Training	Below 100 Tenets: Wear Your Vest	Compressed Gas Safety
Antiracism: Challenging Inequity	Below 100 Tenets: What's Important Now?	Conducting Exceptional Interviews
Appropriate Touch	Better Sleep Strategies	Confined Space Entry
Aquatic Safety	Bias in Interviewing	Consequences of Bias
Arc Flash Safety	Bloodborne Pathogens	Contact Tracing in Your Community
Asbestos Awareness	Bloodborne Pathogens Condensed	Conveying Information
Asher Model: Creating a Culture of Wellness	Bloodborne Pathogens for Campus Law Enforcement	Coronavirus & Safety: What Every Cop Needs to Know
Asher Model: Educate Your Staff on Resilience	Bloodborne Pathogens for Healthcare Professionals	Corrective Action Series: Bullying Coworkers



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Corrective Action Series: Employee Burnout	Cybersecurity: Data Privacy and Security	Disaster Benefits Administration
Corrective Action Series: Errors in Work	Cybersecurity: Responding to Data Breaches	Discipline and Termination: Discussing Discipline
County Government Basics for Newly Elected Officials	Cybersecurity: Social Engineering	Discipline and Termination: Documenting Discipline
Courageous Conversations	Day Camp Supervision	Discipline and Termination: Progressive Discipline
COVID-19: A Pandemic Response	Dealing with Aggressive Behavior	Discipline and Termination: Sensitive Subjects
Creating a Total Service Experience	Dealing with Bad Behavior	Discipline and Termination: Termination Tips
Creating ADA Compliant Documents	Dealing with Conflict	Discussing Racism for K12 Educators
Criminal Justice Information Services	Dealing With Difficult Customers	Diversity in the Workplace: Diversity for All
Crisis Communication	Dealing With Grief and Loss in the Workplace for Employees	Diversity Toolkit: The Inclusion-Exclusion Continuum
Critical Incident Stress Debriefing	Dealing With Grief and Loss in the Workplace for Supervisors	Driving Around Animals
Crossing Guard Safety	Decision-Making: Financial	Driving in Adverse Weather
Cultivating Compassion	De-Escalation and Communication, Part I	Driving While Impaired
Cultural Competence	De-Escalation and Communication, Part II	Driving with Distractions
Culture of Civility: When Cursing Becomes Harassment	De-Escalation for Public-Facing Employees	Dump Truck Safety
Cutting Edge Communication: Accepting Change	Defensive Driving	EEO Laws for K-12 Genetic Information Nondiscrimination Act
Cutting Edge Communication: Handling Anyone Difficult	Defensive Driving for Vanpool Drivers	EEO Laws for K-12: Age Discrimination in Employment Act
Cutting Edge Communication: Responding Thoughtfully	Defining a Problem	EEO Laws for K-12: An Introduction
Cutting Edge Communication: Surviving Team Conflicts	Defining Coaching	EEO Laws for K-12: Equal Pay Act of 1963
Cutting Edge Communication: Using Goals to GROW	Defining Useful Workplace Feedback	EEO Laws for K-12: Pregnancy Discrimination Act
Cutting Edge Success at Work: Be Confident and Assertive	Determining Your Problem-Solving Style	EEO Laws for K-12: Supervisor Responsibilities
Cutting Edge Success at Work: Contribute to the Team	Developing a Diversity and Inclusion Program	EEO Laws for K-12: Title I of the ADA
Cutting Edge Success at Work: Prioritize and Organize	Developing Your Daily Routine	EEO Laws for K-12: Title VII of the Civil Rights Act
Cutting Edge Success at Work: Set and Achieve Goals	Difficult Conversations: Communicating a Low Performance Review	EEO Laws: Age Discrimination in Employment Act
Cyberbullying Awareness & Prevention (K-12)	Difficult Conversations: Dealing with Different Personalities	EEO Laws: An Introduction
Cybersecurity: Best Practices for At-Home Employees	Difficult Conversations: Letting Someone Go	EEO Laws: Equal Pay Act of 1963
Cybersecurity: Data Classification and Handling	Difficult Conversations: Odor Issues	EEO Laws: Genetic Information Nondiscrimination Act
Cybersecurity: Data Privacy and Safe Computing	Digital Literacy Basic Technical Fluency for Employees	EEO Laws: Pregnancy Discrimination Act of 1978
	Disability Inclusion for Supervisors	EEO Laws: Supervisor Responsibilities
	Disagreements at Work	EEO Laws: Title I of the ADA
		EEO Laws: Title VII of the Civil Rights Act
		Effective Writing for Business
		Electrical Safety

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Electrical Safety and the 2021 NFPA 70E for Supervisors	Environmental Justice	Excelling as a Manager or Supervisor (Part 7 of 9): Correct Problem Behavior and Poor Performance
Electrical Safety and the 2021 NFPA 70E for Workers	Ethical Decision Making in the Workplace	
Emergency Communication in the Workplace	Ethical Expectations: Code of Conduct and Compliance Training (Section 1)	Excelling as a Manager or Supervisor (Part 8 of 9): Control Conflict in the Workplace
Emergency Leave Under the FFCRA	Ethical Expectations: Code of Conduct and Compliance Training (Section 2)	Excelling as a Manager or Supervisor (Part 9 of 9): Supervisor, Manage Thyself
Emergency Prep & Response: Earthquakes	Ethical Expectations: Code of Conduct and Compliance Training (Section 3)	Fall Protection: Comprehensive
Emergency Prep & Response: Floods	Ethical Expectations: Code of Conduct and Compliance Training (Section 4)	False Arrests and Arrest Liability for Law Enforcement
Emergency Prep & Response: Hurricanes	Ethical Expectations: Code of Conduct and Compliance Training (Section 5)	Fentanyl Exposure Safety
Emergency Prep & Response: Terrorism	Ethics: Governmental Transparency Laws for Public Officials	FERPA 101 for K-12 Administrative Staff
Emergency Prep & Response: Tornadoes	Ethics: Personal Advantages and Perks for Public Officials	FERPA for K-12 Teacher
Emergency Prep & Response: Wildfires	Ethics: Personal Financial Gain by Public Officials	Field Biological Hazards
Emergency Prep & Response: Winter Storms	Ethics: Understanding Fair Processes for Public Officials	Fire and Explosion Hazards
Emergency Preparedness: Continuity of Operations	Evaluating Your Workplace Behavior	Fire Prevention: Comprehensive
Emergency Response in the Workplace	Excelling as a Manager or Supervisor (Part 1 of 9): Making the Leap from Worker to Supervisor	Firearms Safety
Emergency Scene Traffic Control (MDOL) (updated 2023)	Excelling as a Manager or Supervisor (Part 2 of 9): Why Leadership is an Essential Ingredient of Management	First Amendment Audits
Employee Accountability	Excelling as a Manager or Supervisor (Part 3 of 9): Indispensible Everyday Management Skills	Flagger Safety
Employee Engagement Essentials	Excelling as a Manager or Supervisor (Part 4 of 9): Make Things Happen	FLSA and Minimum Wage Rules
Employee Retention (Part 1 of 7): Building a High-Performance Work System	Excelling as a Manager or Supervisor (Part 5 of 9): How to Manage Projects and Priorities	FLSA: Employee Classification & Overtime Rules
Employee Retention (Part 2 of 7): Costs and Causes of Employee Turnover	Excelling as a Manager or Supervisor (Part 6 of 9): Communication Skills that Make a Difference	FLSA: Record Keeping Rules
Employee Retention (Part 3 of 7): Compiling Employee Satisfaction Data		Focusing on the Customer
Employee Retention (Part 4 of 7): Essential Factors		Food Safety
Employee Retention (Part 5 of 7): Pay for Performance Plans		Forklift Safety
Employee Retention (Part 6 of 7): Promoting Work-Life Balance		Forming and Operating Safety Committees
Employee Retention (Part 7 of 7): Advanced Strategies		Fundamentals of Local Government
Employee Safety Awareness		Gender Identity: Changes Organizations are Making to Increase Awareness
Employer Responsibilities for Domestic Abuse		Gender Identity: Understanding Gender-Neutral Restrooms in the Workplace
EMS Patient Lifting: Preventing Back Injuries		General Safety Boost Episode 01: Ergonomics
		General Safety Boost Episode 02: Back Safety
		General Safety Boost Episode 03: Trip Hazards
		General Safety Boost Episode 04: Emergency Preparedness

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General Safety Boost Episode 05: Fire Safety	Identifying Performance Standards	Law Enforcement Ethics
General Safety Boost Episode 06: Hazard Communication	Identifying Strategies for Making Change Work	Lawful Interviewing: Ask Effective Questions
	Identifying the Characteristics of Change	Lawful Interviewing: Conduct Interviews, Part I
General Safety Boost Episode 07: Slip Hazards	Implementing Process Improvements	Lawful Interviewing: Conduct Interviews, Part II
General Safety Boost Episode 08: Drug-Free Workplace	Implicit Bias in Action	Lawful Interviewing: Prepare to Interview
	Inclusive Mindset: The Moving Walkway	Lead Awareness
General Safety Boost Episode 09: Bloodborne Pathogens	Indoor Crane and Sling Safety	LEAD NOW: Customer Focus
	Injury Prevention in Youth Sports	LEAD NOW: Decision Making
General Safety Boost Episode 10: Skin Protection	Interacting with Unhoused People	LEAD NOW: Ego Management
General Safety Boost Episode 11: First Aid	Intersectionality in the Workplace	LEAD NOW: Focusing on Results
General Safety Boost Episode 12: Active Shooter	Intersections: Turning & Right of Way	LEAD NOW: Organizational Savvy
Generating Solutions	Interview Questions Every Manager Should Know by Heart...and Ask!	LEAD NOW: Personal Development
Giving Feedback		LEAD NOW: Personal Integrity
Guide to Consensual Encounters	Introducing Personal Power	LEAD NOW: Presentation Skills
Hand and Power Tool Safety	Introduction to Contact Tracing	LEAD NOW: Problem Solving
Harassment Prevention for Maine Employees	Introduction to Lawful Hiring	LEAD NOW: Strategic Thinking
Harassment Prevention for Maine Supervisors	Introduction to OSHA	LEAD NOW: Valuing Others
Hazard Communication: The New GHS Standards	Introduction to Robert's Rules of Order	Leadership and Delegation
Hazard Recognition	Introduction to Succession Planning	Leadership and Red Flags
Hazardous Spill Cleanup	Issues in Diversity: Be Attentive	Leadership Competencies for New Supervisors
Hearing Conservation	Issues in Diversity: Embrace Tough Conversations	Leading An Employee Resource Group
Hiring Liability: Discrimination	Issues in Diversity: Exercise Compassion	Leading More With Less
Hiring Liability: Improper Background Investigations	Issues in Diversity: Expand Horizons	Leading Successful Remote Teams
Hiring Liability: Misrepresentation & Implied Contracts	Issues in Diversity: Share Responsibility	Leading With Emotional Intelligence Series: Emotional Regulation
	Issues in Diversity: Speak With Care	Leading With Emotional Intelligence Series: Empathy
Hiring Liability: Negligent Hiring	Issues in Diversity: Welcome New Perspectives	Leading With Emotional Intelligence Series: Introduction
Hiring Liability: Supervisor Responsibilities	Job Hazard Analysis	Leading With Emotional Intelligence Series: Motivation
Hoisting and Rigging	Job Hazard Analysis for Supervisors	Leading With Emotional Intelligence Series: Self-Awareness
Home Office Ergonomics	Kindness Matters	Let's Talk...Respect -- it Matters
How to Promote Wellness at Work	Laboratory Safety	
How to Quickly Calm an Angry Person	Ladder Safety	Liability While Driving Government-Owned Vehicles
How Work Teams React to Change	Landscape Safety	Light Trucks: Avoiding Collisions
Hydrogen Sulfide Safety Awareness	Lane Use	

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Light Trucks: Backing Safety	Neurodiversity in the Workplace	Performance Appraisals (Part 3 of 8): A Simple System
Light Trucks: Driving Hazards	New Employee Safety Orientation	Performance Management
Light Trucks: Ergonomics	Occupational Disease Prevention for Firefighters	Personal Protective Equipment
Light Trucks: Handling Extreme Conditions	Off-Duty Conduct	Personal Protective Equipment: Eye & Face Protection
Light Trucks: Trailering	Office Safety	Personal Protective Equipment: Foot Protection
Listening Skills	Officer Safety and Tactics for Chemical and Bomb Threat Response	Personal Protective Equipment: Hand Protection
Lockout /Tagout Safety Comprehensive		Personal Protective Equipment: Head Protection
Loudermill, Weingarten, and Garrity Rights for Employees	Oil Spill Response: Waste Management	Personal Protective Equipment: Noise Exposure and Hearing Conservation
Loudermill, Weingarten, and Garrity Rights for Supervisors	Onboarding Remote Employees	Personal Protective Equipment: Respiratory Protection
Machine Guarding	One Conversation Can Change Everything	Personnel Guidelines for Law Enforcement (Part 1)
Maintain Engagement in Online Learning (K-6)	OSHA Investigations and Inspections	Personnel Guidelines for Law Enforcement (Part 2)
Make Change Work	OSHA Recording and Reporting	Playground Safety
Make Mentoring Count	Overcoming Anger	Playground Supervision
Managing a Generationally Diverse Team	PCI Security Standards	Power Saw Safety
Managing Burnout	PCI Security Standards at the Point of Sale	Practicing Hand Hygiene
Managing Employee After a Critical Incident	PCI Security Standards for IT and Back Office	Practicing Hand Hygiene: Child Care Providers
Managing Speed	PCI Security Standards for Managers	Practicing Hand Hygiene: Food Service Professionals
Managing Stress in Uncertain Times	PCI Security Standards on the Phone and Online	Practicing Hand Hygiene: Medical Professionals
Managing Unionized Employees	Performance Appraisals (Part 1 of 8): Making the Case	Practicing Self-Care
Mandatory Reporters of Child Abuse and Neglect		Performance Appraisals (Part 2 of 8): Fix Supporting Systems First
Mandatory Reporting for Elder Abuse	Performance Appraisals (Part 3 of 8): A Simple System	Preparing Your Workplace for COVID-19
Material Handling and Storage		Preventing Electric Shock
Measuring and Monitoring Processes	Performance Appraisals (Part 4 of 8): How to Write Feedback	Preventing Slips, Trips, and Falls
Media Training Part 1: Crafting Your Message		Preventing Slips, Trips, and Falls for Firefighters
Media Training Part 2: Preparing for the Interview	Performance Appraisals (Part 5 of 8): Feedback Practice	Preventing Slips, Trips, and Falls for Law Enforcement Officers
Mental Health Overview: Awareness and Response for Law Enforcement		Preventing Strains and Sprains
Motivating Employees with Recognition	Performance Appraisals (Part 6 of 8): The Process	Privacy and Ethical Behavior
Municipal Government Basics for Newly Elected Officials		Project Teams
Navigating Generational Diversity in the Workplace	Performance Appraisals (Part 7 of 8): Conducting the Appraisal	Providing Service with Heart
	Performance Appraisals (Part 8 of 8): Tips for Productive Appraisals	Psychological Safety
		Public Employment Law Fundamentals
		Public Records Requests



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Public Speaking	School Bus Safety: Loading & Unloading	Stress Management for Law Enforcement
Railroad Crossing Safety	School Bus Safety: Safe Bus Operation	Stress Management for Public Safety
Reasonable Suspicion for Drug and Alcohol Testing: Signs and Symptoms of Alcohol Misuse For Commercial Truck Drivers	School Bus Safety: Transporting Students with Special Needs	Telecommunicators
	Seizure Awareness for K-12	Tailgate Topics - Avoiding Accidents
Reasonable Suspicion for Drug and Alcohol Testing: Signs and Symptoms of Drug Use For Commercial Truck Drivers	Servant Leadership	Tailgate Topics - Buckle Up
	Setting Overall Goals	Tailgate Topics - Distracted Driving: Drop it & Drive
Reasonable Suspicion for Drug and Alcohol Testing: The Role of the Supervisor	Shallow Water Blackout	Tailgate Topics - Driving Defensively
	Shelter Protocol: Operating & Closing a Shelter	Tailgate Topics - Drowsy Driving
Receiving Feedback	Shelter Protocol: Preparing to Open a Shelter	Tailgate Topics - Emotional Driving
Records Retention	Silica Awareness: Silica and the OSHA Silica Standard	Tailgate Topics - Hang Up and Drive: Cell Phones + Driving
Resident Camp Supervision	Silica Awareness: Working Safely with Silica	Tailgate Topics - Intersections
Residential Operations	Site Control	Tailgate Topics - Look Back: Mirror, Mirror on the Car
Respect at Work: Body Language	Situational Awareness and Ambush Precautions for Law Enforcement	Tailgate Topics - Safe Following
Respiratory Protection	Situational Leadership	Tailgate Topics - Winter Driving
Responding to Domestic Abuse Calls	Slips, Trips and Falls	The Biased Brain
Responsible Use of Social Media	Slower is Faster – Survival Skills for Ambulance Drivers	The Difference Between Stress and Anxiety
RISE Up Against Workplace Bullying	Slower is Faster - Survival Skills for Fire Engine Drivers	The Drug-Free Workplace Act for Employees
Road Grader Safety		The Drug-Free Workplace Act for Supervisors
Safe Patient Handling	Slower is Faster – Survival Skills for Law Enforcement Drivers	The Family and Medical Leave Act: Eligible Employees
Safety Awareness Program for Supervisors	Snow Plow Safety	The Family and Medical Leave Act: Overview
Safety Data Sheets		The Family and Medical Leave Act: Qualifying Reasons
Safety in Local Government Part 1	Social Media for Public Officials	The Family and Medical Leave Act: Supervisor Responsibilities
Safety in Local Government Part 2	Space and Time Management	The HR Guide to LGBTQIA+ Equality in the Workplace
Scaffolding Safety	Speak Out Against Offensive Workplace Behavior	The Interviewing Process
Scaling Culture: Organizational Alignment	Special District Basics for Newly Elected Officials	The Professional Lifeguard
School Bullying: Address Potential Bullying	Spill Prevention and Control	The Remote Manager: Employee Engagement
School Bullying: Define Bullying & The Law	Staying Focused	The Responsibilities of a Manager
School Bullying: Identify Bullying Episodes	Stormwater Pollution Prevention Plan	The Role of Customer Service
School Bullying: Understand Bullying Dynamics	Street Sweeper Safety	The Role of the Supervisor
School Bus Safety: Bullying on the Bus	Stress Management at Work and Elsewhere	Title I of ADA for K-12: Interactive Process
School Bus Safety: Emergency Operations		Title I of ADA for K-12: Reasonable Accommodation



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Title I of ADA for K-12: Supervisor Responsibilities	Use of Force: Liability and Reasonableness	Workplace Ergonomics (Maine)
Title I of ADA: Interactive Process	USERRA Rights & Supervisor Responsibilities	Workplace Investigations for Supervisors: Closing the Investigation
Title I of ADA: Reasonable Accommodation	Valve Crew Safety	
Title I of ADA: Supervisor Responsibilities	Vehicle Care and Maintenance	Workplace Investigations for Supervisors: Conducting Interviews
Title IX Final Rule 2024 for Faculty and Staff	Verbal De-Escalation (K-12)	Workplace Investigations for Supervisors: Knowing When & Why to Investigate
Title IX, The Clery Act, and VAWA for Faculty and Staff	Verbal Self-Defense at Work	
Title VI of the 1964 Civil Rights Act for K-12	Wage and Hour Concerns During an Emergency	Workplace Investigations for Supervisors: Planning the Investigation
Title VI of the 1964 Civil Rights Act for Municipalities	Walking and Working Surfaces	
Township Basics for Newly Elected Officials	Walking and Working Surfaces in Construction Environments	Workplace Investigations for Supervisors: Preparing Interview Questions
Transition to Remote Teaching for Higher Education	Waste Management	
Transitional Duty: Improving Your Return to Work Program	Welding, Cutting and Brazing Safety	Workplace Mental Health
Trenching and Excavation Safety	Wellness & Fitness Training	Workplace Violence Prevention
Trip and Transportation Safety	Whole Health: A Well-Rounded Exercise Routine	Writing in Plain Language for Government
Turning Hazards	Whole Health: Am I at Risk for Diabetes?	Writing Inclusive Job Descriptions
Understanding and Preventing Microaggressions	Whole Health: Am I Getting the Right Nutrition?	Writing Unbiased Interview Questions for Supervisors
Understanding and Preventing Microaggressions for Supervisor	Whole Health: Brain Health	Youth Suicide Prevention (K-12)
Understanding Diversity, Equity, and Inclusion	Whole Health: Dental Care	Youth Suicide Prevention (K-12) Part 1: Your Role in Prevention
Understanding Employee Motivation	Whole Health: Good Sleep Habits	Youth Suicide Prevention (K-12) Part 2: Observe, Support, Refer
Understanding Geographic Identity and Biases	Whole Health: Maintain a Strong & Healthy Back	
Understanding Skills	Whole Health: Preventive Care	Youth Suicide Prevention (K-12) Part 3: A Community Effort
Understanding Socioeconomic Differences Among Students	Whole Health: Self-Awareness About Drinking	
Understanding Team Building	Whole Health: Techniques to Manage Stress	Zoning Basics: By Right Projects, Special Permits, and Zone Changes
Understanding Your Facility's Stormwater Pollution Prevention Plan	Whole Health: The 3 Biggest Myths About Smoking	
Updating Your Workplace Response to COVID-19	Wildfire Smoke Safety	Zoning Basics: Permit Evaluation Criteria
Use of Force: An Overview	Winter Driving: Braking and Special Consideration	Zoning Basics: Roles and Procedures
Use of Force: Community Policing and Community Perceptions	Winter Driving: Comprehensive	Zoning Basics: Subdivision Ordinances
Use of Force: Decision Making and Judgment	Winter Driving: Travel Planning and Techniques	
Use of Force: Ethical Considerations	Work Zone Safety	Zoning Basics: Uses and Development Standards
	Working Outdoors in Warm Weather	
	Working Outdoors in Warm Weather for Camp Employees	
	Workplace Allergies & Sensitivities for Employees	