



**OSHA BEAT THE HEAT CONTEST
ENTRY
BSN SPORTS TEXAS DECORATION
FACILITY
JUNE 2023**



INDEX

- ☐ Who Is BSN Sports
- ☐ EHS Mission Statement
- ☐ Informational Video
- ☐ Building New Habits
- ☐ Heat-Related Illness Resources
- ☐ Toolbox Talk
- ☐ Know The Signs
- ☐ Why Should We Care About The Heat?
- ☐ What Are We Doing?
- ☐ About Our Event
- ☐ Hydration Swag Bag
- ☐ Event Booth Signage
- ☐ Event Pictures
- ☐ Event Videos
- ☐ What Our Team Had To Say
- ☐ New for 2023
- ☐ Project Team





Who is **BSN SPORTS**?

BSN SPORTS, based in Dallas, TX is the leading marketer, manufacturer, and distributor of sporting goods apparel and equipment. **BSN SPORTS** markets and distributes its products to over 100,000 institutional and team sports customers in colleges and universities, middle and high schools, and recreational programs throughout the United States since 1972. We proudly have 400+ team members at our facility.



EHS Mission Statement & Statement from our Corporate EHS Director

VARSITY BRANDS



Environment, Health & Safety Mission

At Varsity Brands, employee safety, well-being, and protecting the environment is essential. It is core to our culture, and is a shared responsibility that improves the lives of our people, their families and the communities we serve.

Our team members are the foundation and core of our business and our EHS program. We strive to implement innovative ways of developing and sustaining a culture whereas all team members participate and take ownership of their safety, not only for themselves, but also for their families. We strive for injury prevention and for continuous improvement in our EHS program. The heat stress prevention campaign is just one aspect of our team members participation and commitment in ensuring one's health and safety.

-Steve Fisher



How We Create Awareness For Our Teams

We created this video to help keep our team members informed of all the initiatives we have and are continuing to put into place in our facility to help combat the hot Texas summers.



Will need to download video



Building New Habits



**Our Catch phrase for 2023 is:
“NO NEED TO DEBATE, HYDRATE”**

**We chose our logo and catch phrase to
grab the attention of our team members.
We want to create a culture of Safety
and Health.**



Heat-Related Illness Resources

HOW DEHYDRATED ARE YOU? LET'S TALK URINE

OVER HYDRATED

If your urine matches this color you are hydrated. Continue drinking water in the recommended amounts.

TARGET LEVEL

If your urine matches this color you are hydrated. Continue drinking water in the recommended amounts.

PROPERLY HYDRATED

If your urine matches this color you are hydrated. Continue drinking water in the recommended amounts.

LIGHT DEHYDRATED

If your urine matches this color you are dehydrated. Start drinking water and watch future urine output for changes.

DEHYDRATED

If your urine matches this color you are dehydrated. Start drinking water and watch future urine output for changes.

SEVERLY DEHYDRATED

If your urine matches this color you are dehydrated. Start drinking water and watch future urine output for changes.

SEEK MEDICAL ATTENTION

If your urine matches this color you need to seek medical attention. This color could indicate blood in the urine.

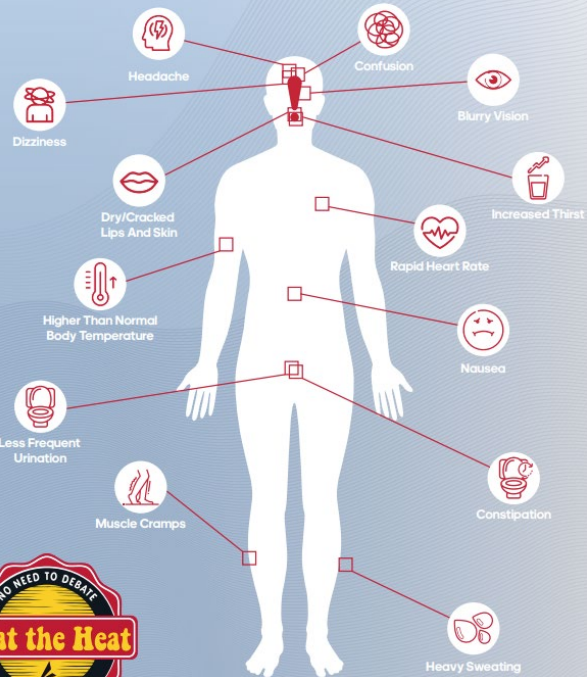


TIPS AND TRICKS TO: UP YOUR WATER INTAKE



Click on me

SIGNS AND SYMPTOMS OF DEHYDRATION



HEAT EXHAUSTION

HEATSTROKE



WAYS TO STAY COOL: WHAT WE CAN DO



THINGS WE DO IN OUR FACILITY TO STAY COOL



Heat-Related Illness Resources

Our HR/Safety board located in our employee entrance is constantly reinforcing various methods to stay hydrated and what to do in case of dehydration or any type of heat related illness or symptom. The more our teams see this board, the more likely they are to remember and put the safety measures provided into play in case of an emergency.



Toolbox Talks – Click On Each Picture To Learn More

Click on us

EHS Policies and Procedures			
Heat Stress Illness Prevention Program		Document No: VB-27	
		Effective Date: 06-03-2022	
		Revision Date:	
		Revision No:	
		Page 1 of 14	
Approved by:	Rusty Bruce	Prepared by:	S.M. Fischer

1. POLICY
Heat Stress Illness Prevention Program
2. PURPOSE
2.1. Varsity Brands has established this written Heat Stress Illness Program to reduce the likelihood of employee illnesses that could result from Heat Stress exposure. This program is based on guidance of OSHA's NEP (National Emphasis Program) Heat Stress requirements whereas employers shall establish, implement, and maintain an effective Heat Illness Prevention Program. The proper implementation of this program will assure we have measures in place to reduce and prevent heat stress illness to employees.
3. SCOPE
3.1. The provisions of this program shall apply to all personnel at BSN Sports, Herff Jones and Varsity Spirit.
4. ROLES and RESPONSIBILITIES
4.1. EHS Director:
4.1.1. Prepare and maintain a written program which complies with the requirements of applicable OSHA Federal and State Plan standards.
4.1.2. Review policies and procedures to ensure OSHA regulatory compliance. Provide training material and train safety personnel.
4.1.3. Enforcement of policy and procedures in relation to this program.
4.1.4. Provide all necessary resources and support to ensure OSHA regulatory compliance.

Why should we care about heat?

A heat wave? In the summer? But that NEVER happens! Except every year. At this exact same time. Since forever.



your eCards
someecards.com

WORKPLACE HEALTH AND SAFETY

HEAT RELATED ILLNESSES

Know what heat related illnesses are and what to watch for:

1. Prickly Heat – Heat rash generally occurs on clothed or covered areas of the body
2. Heat Edema – Swelling of the hands and feet – more common in elderly but may occur in children
3. Dehydration – Feeling very thirsty, dry mouth, dry skin, feeling very tired, dizziness, dark colored urine
4. Heat Cramps – Muscle pain, cramping, spasms, heavy sweating
5. Heat Exhaustion – Heavy sweating, thirst, fatigue, heat cramps, headache, dizziness, nausea or vomiting
6. Heat Stroke – Skin is flushed and very hot to the touch, sweating has usually stopped, fast breathing, headache, dizziness, confusion, irrational behavior, possible convulsions or unresponsiveness.

RISK FACTORS FOR HEAT RELATED ILLNESS

- Hot and/or humid weather – heat index
- Poor preparation – not heat acclimatized, inadequate pre-hydration, little sleep, poor fitness
- Excessive physical exertion
- Clothing, uniforms or protective equipment that contribute to heat retention
- Overweight individuals, very young and elderly
- Children with recent illnesses or chronic conditions

Heat-Related Illness



SAFETY TALK



Extreme Heat: How it Kills and What We Can Do About It



Know the Signs

Síntomas relacionados con el calor

Manténgase hidratado. Manténgase informado. Manténgase alerta.



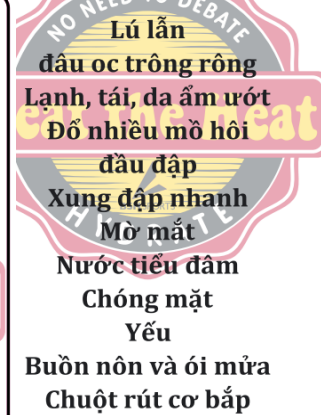
Heat Related Symptoms

Stay Hydrated. Stay Informed.
Stay Alert.



Các triệu chứng liên quan đến nhiệt

Giữ nước. Thông báo.
Cảnh giác.



Badge stickers are being provided to each team member to keep heat related illness symptoms at their fingertips.

These are available in English, Spanish, and Vietnamese.



Why Should We Care About The Heat?



247 people lost their lives in work related heat deaths last year alone in Texas



DFW had 47 days of 100+ degrees heat



DFW set a record in 2022 with the highest temp in July being 109 degrees



Heading into year 5 at our facility, we have not experienced a heat stress OSHA recordable



For these and many other reasons we are encouraging our team members to stay hydrated





WHAT ARE WE DOING?
WE ARE INVITING OUR TEAMS TO OUR 1ST ANNUAL HEAT ILLNESS PREVENTION EVENT MONDAY, JUNE 5TH TO RAISE AWARENESS ABOUT HYDRATION IN OUR FACILITY



About Our Event

We chose to host our 1st Annual Heat Illness Prevention Event to raise awareness for our team members. We wanted to be “in your face” with information. Knowledge is key and we are creating and building upon a culture of awareness and safety.

AT OUR EVENT WE HAD:

- **Lunch, Drinks, and Snow Cones**
 - Hot dogs and chips
 - Bottled water & bottled sports drinks (with electrolytes)
 - Snow cones for the team
- **Water Tasting Station**
 - Naturally flavoring your water with water rich fruits and vegetables
 - Recipes, benefits to the body, and tasting cups
- **Hydration Swag Bags**
 - Armed with tools the team can use at home and at work
- **Cooling Station**
 - Canopy with misting fan and hydration first aid kits that included: Liquid IV packets, forehead thermometers, and bottled water
- **Badge Stickers**
 - Available in English, Spanish, and Vietnamese
- **Frozen T-shirt Contest**
 - Prizes
 - Hats to help block the sun
 - Liquid IV powder packets
- **Dunk Tank (we had to have some fun!)**
 - Dunk your manager or supervisor



Hydro Swag Bags



Each team member received a Hydration Swag Bag including:

- Clear tote (we are a clear bag only facility)
- Light weight, light colored T-shirt with our logo & catch phrase
- Heat prevention measures handout
- Cooling towel
- Water bottle with logo & catch phrase



New for 2023 - Barometer

We have recently invested in a barometer. This device will measure humidity and temperature in our warehouse. These are two important factors in maintaining good indoor air quality for our team members.



Our resident EHS specialist will take multiple readings daily from our production and warehouse floor. The information we learn from this tool will help us better prepare and go into summer 2024 with a renewed sense of urgency and help us constantly grow and adapt. We can pass along the information we learn and gather to our sister facilities and continue to spread awareness.

