



## Editor's Briefs, [Tyler.Nguyen@esa.sccgov.org](mailto:Tyler.Nguyen@esa.sccgov.org)

Since 1991, the Santa Clara Countywide Household Hazardous Waste (HHW) Program has provided residents with a safe, convenient disposal service with year-round access. The County and 14 cities participate in the countywide program and share costs based on the number of households served from each jurisdiction. Participating jurisdictions include: Campbell, Cupertino, Gilroy, Los Altos, Los Altos Hills, Los Gatos, Milpitas, Morgan Hill, Monte Sereno, Mountain View, San Jose, Santa Clara, Saratoga and Sunnyvale. The City of Palo Alto (650) 496-6980 operates a separate HHW Program for their residents only.

This Program provides the general public and small businesses with a safe, immediate solution to HHW recycling and disposal. Residents are encouraged to use safer and less toxic alternatives and purchase smaller quantities of hazardous products. Improper storage and disposal of hazardous waste is associated with accidental poisonings, worker health and safety, equipment damage, and environmental contamination of surface and groundwater. Heavy metals such as lead, zinc, copper, nickel, mercury and cadmium enter the waste stream via residential sewage and urban run-off.



Before collection programs were available, options for managing HHW were limited to disposal in the trash, pouring down the drain, or storing the waste indefinitely. Products stored for more than a year, are seldom used and the risk of accidental poisoning of children and pets significantly outweighs any potential benefit of saving the product for future use.

For additional information please call the Household Hazardous Waste program at (408) 299-7300. Also check out their web site under Santa Clara County Department of Environmental Health at <http://www.sccgov.org/portal/site/deh/>

## Upcoming Chapter Meetings

To reserve a seat via e-mail, please send your name, telephone number and email address to: [reservations@assesj.org](mailto:reservations@assesj.org). Meeting time- Noon to 1 p.m. Location- Ramada Silicon Valley, 1217 Wildwood Ave., Sunnyvale, CA 94089, (408) 245-5330

**April 8: Contractor Safety**

**May 13: Fall Protection**

**June 17: Ergonomic Workstation Evaluation**



## Researchers: Workplace bullying more harmful than sexual harassment

Source: National Safety Council

Nonviolent bullying in the workplace is even more detrimental to an employee's mental health than sexual harassment, according to a paper presented at the Seventh International Conference on Occupational Stress and Health in Washington.

Researchers from the University of Manitoba and Queen's University in Ontario analyzed results from 110 studies conducted over 21 years on the effects of both sexual and non-sexual aggression in the workplace. Forms of nonsexual aggression include being ignored or excluded by co-workers, rudeness, constant criticism, being the target of gossip, insults, and being shouted at.

Researchers found employees who were subjected to this type of workplace bullying were much more likely to quit their jobs than those who had endured sexual harassment in the workplace. Victims of workplace bullying also reported higher levels of stress, anger, anxiousness and job dissatisfaction.



## **THE INTERNET & THE SAFETY PROFESSION** Results of the SafetyXChange.org Survey

**By Catherine Jones**

Thank you to everyone who took the time to complete our informal survey two weeks ago on how access to the Internet affects your job. Here's a quick look at some of the results.

- The majority of you (53.8%) are online everyday searching for safety information, while others casually surf the net two or three times a week. (Only 8.3% admitted to obsessive use of the Internet.)
- Google is by far your preferred search engine (82.7%), followed by Yahoo, MSN, Dogpile, Ask, Exalead, Refdesk and Blingo.
- The top 10 safety items you're researching on the Internet (in reverse order): 10. Policies 9. News articles 8. Photos or images for training material 7. Consultants 6. Trainers 5. Professional development 4. Suppliers 3. Products 2. Training/Resource material. 1. Regulations/Standards
- The majority of you (51.3%) report having an online component in your safety programs, with approximately 5% of you waiting for your company to deliver on its promise to purchase an online component.
- The top resource material for the online component of your safety program are (in reverse order): 5. Free material from the Internet (including SafetyXChange) 4. Material developed in-house 3. Safety.BLR 2. Keller OnLine 1. Safety Smart! Online
- Your top reasons for not purchasing online safety training resources are (in reverse order): 10. Can't convince boss to purchase 9. Not familiar with the options 8. Don't have access to the Internet (either due to firewall policies or other obstacles) 7. Use e-learning resources for individualized training 6. Use CD safety training resources for safety meetings 5. Safety training materials supplied in-house 4. Content in online safety training resources is too general 3. Use print training resources 2. Online safety training resources are too expensive 1. Can get free information off the web.
- A few of you are very skilled Internet researchers and report being successful in your search efforts all the time (or very close to all the time). The majority of you (66%) find what you're looking for most of the time and 18% only half the time.
- When it comes to finding safety information online, your pet peeves include:
  - Too much information and it's time-consuming to wade through it all
  - Despite all the available material, it's still hard to find exactly what you're looking for
  - Search results are often irrelevant
  - The "free" material often requires registration or purchase
  - Advertising
  - Slow downloads
  - There's a lot of junk out there.

As one of you put it: Safety related sites are like Safety People. There are some very good ones, and some very bad ones; and they don't wear signs.



## MARK OF A PROFESSIONAL 6 Ways to Network to Success

By Mark Hansen, CSP, PE, CPE, CPEA

All great networkers have one thing in common: They understand the importance of networking in career success. Some people are born with the skills to cultivate and take advantage of lasting professional connections.

1. **Become Aware of Networking Potential.** Start thinking about the people you come across at meetings, trade shows and other professional encounters as potential resources. Also remember that you can turn a person into a contact without a face-to-face meeting. Look at the newspaper with a "networking" eye, and listen to the news with a networking ear. When someone interests you, send the person a complimentary note.

2. **Be Results-Oriented & Form a Plan.** Make networking a part of your daily routine. For example, if you're off to an association meeting, set a goal to make and follow up with at least two new contacts. Following up is the most crucial part of the networking process. It separates the pros from the amateurs. If you think it's time-consuming to develop relationships with new people, you're right. But the more of it you do, the better off you'll be. Keep in mind that you can never tell which "lead" will turn out to be productive. So it pays to invest the time and effort to make as wide a network as possible.

3. **Find an Original Approach.** Find a style of networking that suits you. For example, I write and mail the customers, prospects and others in my network an easy-to read newsletter. On each newsletter I attach a post-it tag with a short personal note.

4. **Be a Joiner & Get Involved.** Sitting on the sidelines doesn't get you noticed. You need to lead an active life. Think about the business organizations you can join. And don't simply sign up. Get involved. For example, I recently joined a business club where I entertain clients and enhance my own network. I immediately wrote a letter to the club president asking him how I could get involved with the committees. He called me back and the first thing he said was, "I like your direct approach." My networking efforts did not stop with him. I also became friendly with the club's support people, remembering them with a note of appreciation.

5. **Remember that Perception Is Reality.** Make a good first impression and never stop impressing others. Treat new contacts with special care and importance. Reintroduce yourself to individuals that are still getting to know you. Keep in mind that people remember what they see of and hear from you not only at the beginning but throughout the relationship.

6. **Employ Measurable Tactics.** Every good strategy uses specific action steps that can be monitored. For example, each week call three people you haven't spoken to in 90 days. Keep a log of contacts along with the type of follow-up you used. Decide which approaches are working best for you.

Last and most importantly, remember that networking is a two-way street. Professional relationships are most effective and lasting when both sides gain. So I implore you all to remember the golden rule of networking: Ask not what your contacts can do for you; ask what you can do for your contacts.

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## *Professional Development*

**SAFETY 2008 -  
Professional Development  
Conference & Expo**

June 9-12, 2008

Las Vegas Convention Center

[www.safety2008.org](http://www.safety2008.org)