

Evolve e-Learning provides SCORM conformant, mobile compatible online courses on key Medical OSHA, HIPAA, HR/EEO, Fraud & Abuse, Hazmat and other topics to easily manage on Evolve's LMS or your existing LMS.

Employees receive training from any device with access to the Internet.  
On-demand...any time...and at their own pace.

Deliver the courses on your LMS or on Evolve's LMS! Regardless of the option you select, we offer fast setup and superior customer service. The courses are designed for hospitals, clinics, physician practices, ASC's, and other healthcare organizations to deliver well-documented, interactive training to their employees.

#### **INTERACTIVE MOBILE READY ONLINE COURSEWARE**

The courses keep learners focused on the material with effective use of online animation and sound. The compliance courses use a powerful combination of interactivities, audio, video, text and graphics.

#### **ONLINE TESTING**

Courses have final tests to measure learning retention. Scores are posted to learners' transcripts for training documentation.

#### **FLEXIBLE AND AFFORDABLE PRICING**

We have multiple pricing options to meet your organization's needs. Just talk to one of our sales representative to select the pricing option that is best for you.

#### **DELIVER THE COURSES ON EVOLVE'S LMS**

Getting training setup on Evolve's LMS is easy and can be completed in a matter of days. You can deliver just the Evolve licensed courses, or optionally deliver your own training content along with Evolve's content. Either way, we do all the setup work so you can begin training in a matter of days.

#### **DELIVER THE COURSES ON YOUR LMS**

If you want to deliver the course on your LMS, we will send you a small SCORM "dispatch" file to load onto your LMS for each course you license. You'll setup the files on your LMS as you would any SCORM course. Course updates are done on our server, seamlessly delivering the updated content to your LMS.



Online OSHA, HIPAA,  
and HR/EEO Training

The most cost effective  
healthcare compliance  
training available.

License individual courses or create your own training bundles for additional savings from the courses listed in this brochure.

### HIPAA PRIVACY & SECURITY FOR COVERED ENTITIES

This course provides the foundation for understanding the HIPAA privacy and security regulations and the new requirements of the Omnibus Final Rule. It is designed for healthcare providers and other covered entities who need to provide HIPAA training to their staff. These include physician groups, medical practices, hospitals, ASC's, and clearinghouses.

### HIPAA PRIVACY & SECURITY FOR BUSINESS ASSOCIATES

This course provides the foundation for understanding the privacy and security regulations for business associates. The course is designed for business associates who need to provide HIPAA training to their staffs. These include billing companies, consulting companies, accounting firms, health information organizations, patient safety companies, companies that provide data transmission services, subcontractors to business associates.

### HIPAA PRIVACY & SECURITY AWARENESS

This HIPAA awareness course is perfect for healthcare staff members who need an understanding of the HIPAA Privacy and Security rules. It is updated with the Omnibus Final Rule and provides an overview of the components of the HIPAA privacy and security rules.

### HIPAA PRIVACY & SECURITY FOR STUDENTS

This course was created for students enrolled in medical programs who are working at covered entities as part of their studies. It provides an overview of the privacy and security components of the HIPAA rules and gives practical guidance on protecting and disclosing PHI and proper social media use.

### TEXAS HB300 & HIPAA PRIVACY

This course provides an overview of the privacy and security components of the HIPAA and the specific privacy requirements mandated by Texas HB300. The course provides the foundation for understanding the HIPAA privacy and security regulations and the new requirements of the Omnibus Final Rule. It is designed for healthcare providers and other covered entities who need to provide HIPAA training to their staff. These include physician groups, medical practices, hospitals, ASC's, and clearinghouses

### MEDICARE FRAUD & ABUSE

The False Claims Act is the primary tool to combat fraud and abuse against government health care programs. This course provides an overview of the False Claims Act, Anti-kickback statute, Stark Law and the new staff communication mandates from the Deficit Reduction Act. It details employer and employee responsibilities in preventing and identifying fraud and abuse and includes whistle blower activities and employee protections.

### SHIPPING INFECTIOUS SUBSTANCES

Shipping and transporting infectious substances used in a laboratory or other healthcare organization can be dangerous for the shipper, carrier, and recipient of the package. Because of the dangers, those involved with the shipping and transportation of dangerous good must follow strict guidelines for packaging, labeling and documenting shipments. This course details the packaging and shipping requirements for shipping infectious substances.

### AUTOMATICALLY MANAGE YOUR TRAINING ON THE EVOLVE LMS

Evolve's LMS helps you automatically manage your training. Courses are assigned to employees based upon their role and training needs. Learners access the LMS via secure login to take training lessons when their work schedules permit. Course completion records and transcripts are automatically stored in the LMS electronically for convenient, accurate record-keeping; saving you hundreds of hours of manual data entry

### DELIVER THE COURSES ON YOUR LMS

We'll send linking files to the course files for you to load into your existing LMS. These are small files so won't eat up space on your training server.

### TRANSPARENT COURSE UPDATES

You won't have to upload any news files to your LMS if we deliver a course update. Our versionless courses make updates completely transparent to our customers.



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### ACTIVE SHOOTER RESPONSE

Active shooter incidents are an increasing phenomenon in the United States that has left hundreds of Americans wounded or killed. While there is no guarantee of your personal safety if you should ever be a victim of a shooter, there are steps you can take to increase your chance of survival. This course describes the warning signs to look for of potential violent behavior and describes the actions you can take in an active shooter situation and how to respond when law enforcement arrives. (For any industry)

### BACK CARE / ERGONOMICS

Back injuries, often from poor lifting techniques, are the most common type of occupational injury. In this lesson you will learn about muscle injury caused by repetitive stress, ways to minimize accidents and injuries and tips on how to arrange your work station to avoid ergonomic injuries. (For any industry)

### BIOHAZARDOUS WASTE HANDLING, STORAGE, AND DISPOSAL

Biohazardous waste is generally defined as any waste contaminated with potentially infectious blood, body fluids or other material that has the risk of transmitting infection. This course identifies the types and sources of waste, and explains the procedures for its safe handling, storage and disposal.

### BLOODBORNE PATHOGENS

Healthcare workers are at high risk for exposure to bloodborne pathogens. This lesson covers the OSHA requirements for minimizing your exposure to bloodborne pathogens through the use of Standard Precautions such as protective clothing and equipment, the appropriate handling of sharps, and the disposal of potentially infectious waste.

### CHEMICAL SAFETY

The use of chemicals is widespread in healthcare and includes: cleaning agents, disinfecting and sterilizing agents, laboratory chemicals, medical gases, anesthetic agents, and cytotoxic drugs and pharmaceutical substances. If improperly used, handled, or stored, chemicals can cause serious harm to healthcare workers and patients. This course informs healthcare workers on chemical hazards and how to safely use, store and handle chemicals.

### COMPRESSED GAS SAFETY

Gases for medical use are prescription drugs that must be carefully used, moved, and stored per regulations and guidelines from OSHA, the NFPA, and the FDA. This course informs healthcare workers about the uses, hazards and safe use, handling and storage of compressed gases.

### ELECTRICAL SAFETY

Electrical accidents can involve enough current to shock or even kill you. This lesson provides a basic understanding of electricity, how to identify electrical hazards in the workplace, safe work practices, safety tips to reduce your potential for electric shock, and how to respond to an emergency situation involving electricity.

### EMERGENCY RESPONSE

This course describes the purpose and key elements of an emergency response plan, details the types of emergencies that can occur and provides the life-saving actions employees need to know to protect themselves, patients and visitors.

### ENVIRONMENTAL CLEANING-EXAM ROOMS

Doctors' offices and other outpatient facilities are vulnerable to contamination. This course focuses on ways to control contamination and transmission of infectious diseases in the exam rooms of clinics, doctors' offices, and outpatient facilities.

### FIRE SAFETY & EMERGENCY EVACUATION

Fire in a healthcare facility places the lives of staff and patients in great danger. This lesson provides an overview of fire suppression systems, including the proper use of fire extinguishers, emergency action plans and how to prevent fires.

### FLAMMABLE LIQUID SAFETY

The NFPA, estimates around 1,400 fires occur annually in which flammable or combustible liquids first were ignited and the direct property damage from these fires is approximately \$76 million dollars each year. This course gives workers the knowledge to avoid accidental fires and explosions and informs them about the hazards and safe use, handling and storage of flammable and combustible liquids.

### FORMALDEHYDE SAFETY

Formaldehyde is one of the most common industrial chemicals in use today. It is commonly used as a preservative in medical laboratories and mortuaries. It is estimated that over four million people work with formaldehyde. This course educates the learner on the uses and dangers of formaldehyde and safe work practices when using it in the workplace.

### HAND HYGIENE

Hand hygiene plays a critical role in infection control in healthcare settings. This course includes an overview of the recommended practices for hand antisepsis as outlined by CDC, WHO, OSHA and JCAHO by detailing when to use proper hand hygiene, proper hand hygiene techniques and differentiating between the different uses of soap and water handwashing, antibacterial soap and alcohol based handrubs.

### HAZARD COMMUNICATION (GHS)

Most chemicals used in healthcare facilities have some hazard potential. This lesson provides an overview OSHA's hazard communication standard and outlines how changes to the standard have aligned HCS with the provisions of the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). Additionally you will learn where to get the information you need, how to recognize and prevent exposure, and how to respond to a chemical accident.

### INCIDENT REPORTING IN HEALTHCARE

This incident report training course provides the information employees need to understand what incidents to report and why it is important to conduct incident reporting. It also presents the information required to be included in an incident report and includes the "do's" and "don'ts" of completing an incident report.



## Online OSHA, HIPAA, and HR/EEO Training

## MEDICAL OSHA COURSES License individual courses or create your own training bundles

The most cost effective healthcare compliance training available.

### INFECTION CONTROL

Healthcare-associated infections, or HAIs, are infections that people acquire while they are receiving treatment for another condition in a healthcare setting. This course educates healthcare workers in proper infection control to reduce incidences of infection related illnesses and death.

### LABORATORY SAFETY

The laboratory environment can be a hazardous place to work. The purpose of this training course is to teach employees lab safety requirements to ensure that they know how to prevent accidents, injuries, and illness on the job. By completing this course learners will be able to understand the Chemical Hygiene Plan, identify laboratory hazards, take proper precautions to protect themselves, and act effectively in an emergency.

### LASER SAFETY

Lasers are used in a variety of healthcare settings and applications including: surgical and dental procedures; ophthalmological and dermatological procedures, and in plastic surgery. Understanding how lasers work, their hazards and how to work safely with them, will protect you, your coworkers, patients and clients. This course educates healthcare workers about the risks associated with laser use in the workplace and ways to safely work with lasers and protect themselves, co-workers and patients.

### LATEX ALLERGY

Healthcare workers exposed to latex gloves or medical products containing latex are especially at risk. It is estimated that 8-12 percent of healthcare workers are latex sensitive, with reactions ranging from irritant contact dermatitis to immediate, possibly life-threatening, sensitivity. This course informs healthcare workers about products and practices that can trigger a latex allergy and how to lessen the chance of an allergic reaction.

### LOCK AND TAG

This course is for employees who perform maintenance or repair work on machinery and equipment and are exposed to injuries from the unexpected energization, startup, or release of stored energy in the equipment.

### PATIENT ABUSE & NEGLECT

Abuse and neglect can happen to any patient; however, elderly and mentally or physically disabled patients are at a higher risk, as are those in long-term care facilities. Often, healthcare professionals miss the signs of patient abuse because they haven't had adequate training on detecting abuse. This course provides the information healthcare workers need to recognize patient abuse and neglect and how to prevent it from happening.

### PATIENT RIGHTS

Healthcare providers and healthcare workers have a responsibility to provide care to patients in need. Just as important as the physical care is making sure providers and workers abide by and protect the rights, guaranteed by law, patients have. This course informs healthcare workers on patient rights so they are able to identify and protect against any violation of those rights.

### PREVENTING NEEDLESTICK INJURIES

Needlestick injuries are a serious hazard and can expose you to over 20 types of infectious blood-borne pathogens, or BBPs. This course informs workers on the hazards and prevention strategies of working with needles during patient care and other healthcare settings.

### PERSONAL PROTECTIVE EQUIPMENT

Personal Protective Equipment (PPE) is not a luxury, nor an optional convenience. PPE provides a barrier against physical, chemical, radiological, and biological hazards for healthcare staff. This course covers the types of PPE used in the healthcare industry, its requirements and limitations, and how to properly maintain and dispose of contaminated PPE.

### PREVENTING WORKPLACE VIOLENCE

More assaults occur in the healthcare and social service industries than in any other. This course addresses workplace violence in healthcare settings and offers ways to prevent and minimize the threat of workplace violence in healthcare settings as well as practical ways to deal with incidents should one occur.

### RADIATION SAFETY

Healthcare workers face possible radiation exposure from a variety of sources including: therapeutic radiation used to treat diseases like cancer; radiation from external beams, such as x-rays, mammograms and during external beam therapy; radiation used in nuclear medicine procedures; and radiation sources in lab environments and pharmaceutical work. This course informs healthcare workers on the sources and hazards of radiation in the workplace and safe work practices for radiation safety.

### SLIPS, TRIPS & FALLS

Slips, trips or falls are the number one cause of work-related accidents with over 200,000 accidents reported each year. They are also the cause of over 700 deaths annually, accounting for 15% of all workplace fatalities, second only to motor vehicle deaths. This course provides the causes of slips, trips and falls and the simple, practical steps that can be taken by both employers and employees to greatly reduce and often eliminate hazards. (For any industry)

### SAFE PATIENT HANDLING

Nurses, aids, physical therapists, emergency workers, clinic staff and other healthcare workers all face the hazards associated with patient lifting and handling. In fact, the single greatest risk factor for overexertion injuries in healthcare workers is the manual lifting, moving and repositioning of patients, residents or clients. This course informs healthcare workers on safe and proper patient handling techniques in order to reduce and prevent injuries to workers and patients.

### TB PROTECTION FOR HEALTHCARE WORKERS

This course is designed to educate healthcare personnel about the risks, treatment, and prevention of tuberculosis in order to increase safety in hospitals and other medical facilities. It will also provide information about the work practices recommended by the Centers for Disease Control and Prevention (CDC) that are designed to help prevent transmission of the disease.





## CULTURAL COMPETENCY IN HEALTHCARE

In the healthcare field, understanding and appreciating cultural differences changes the way care is delivered. Delivering care in a culturally competent way means greater organizational compliance with healthcare standards but more importantly, a better understanding of a patient's concerns and needs. This means better patient care, more accurate diagnoses, reduced errors, healthier patients, and fewer deaths among diverse patients. This course provides an introduction to cultural competency by providing an understanding of CLAS standards, working with interpreters, patient centered care and how you can begin your own individual road to cultural competency.

## DIVERSITY & INCLUSION IN THE WORKPLACE

The US workforce and workplaces are changing. From millennials to baby boomers making up large segments of the working population; the continually growing presence of women; to an increasing number of ethnicities, races, religions, and sexual orientations, our workplaces are more diverse than ever before. This course explains the factors contributing to increases in workforce diversity and how the concept of inclusion fits into a diverse workplace. It provides strategies employees can use to create and support an inclusive workplace and to recognize behaviors that aren't inclusive and the corrective actions to take. and home computers and other portable and mobile devices.

## DRIVER SAFETY

A typical driver in the U.S. travels 12,000 to 15,000 miles annually and has a one in 15 chance of being involved in a motor vehicle collision each year. Driving a motor vehicle, whether for work or personal use, is one of the riskiest things a person can do on any given day. This course addresses the basic defensive and safe driving practices and habits so individuals can drive more safely, carefully and responsibly.

## DRUG & ALCOHOL FREE WORKPLACE

Substance abuse is a problem that affects the safety of all employees and the workplace. This course details ways to recognize possible substance abuse, steps organizations can take to prevent substance abuse, how to get help, and the appropriate reporting procedures.

## ETHICS IN THE WORKPLACE

Ethics is about doing the "right" thing. In a business setting, ethics also involves ensuring that company values are shared and upheld by all members of the organization. This course describes the elements of an ethics program and the six principles of ethics. Students also learn of the channels for reporting code violations should the need arise.

## PREVENTING HARASSMENT & DISCRIMINATION - EMPLOYEES

Using extensive scenarios and interactivities, this course provides employers, an awareness of the laws and issues relating to discrimination and bullying in the workplace. It details the actions and responsibilities for avoiding discriminatory practices, associated with race, color, religion, sex, national origin, age, and physical or mental disability to create a workplace free of harassment and discrimination.

## PREVENTING HARASSMENT & DISCRIMINATION - MANAGERS

Managers and supervisors should strive to promote a workplace free of harassment and discriminatory practices. This course provides managers an awareness of the laws and issues relating to harassment and discrimination and in the workplace. It details the actions and responsibilities for avoiding discriminatory practices, associated with sex, race, color, religion, national origin, age, and physical or mental disability to create a workplace free of harassment and discrimination. The course also focuses on how to end disrespectful conduct and details the actions managers and supervisors should take when a harassment claim is reported by an employee to avoid liability, how to handle complaints, the investigation process and anti-retaliation rules.

## PREVENTING SEXUAL HARASSMENT FOR EMPLOYEES

Sexual harassment is common throughout the workplace. Your occupation, educational background, age, race, ethnic group, or income level does not make you immune to harassment. This course provides the information to educate workers on behaviors that could be considered sexual harassment in the workplace and to provide strategies for dealing with harassing behavior.

## PREVENTING SEXUAL HARASSMENT FOR MANAGERS

Sexual harassment is a pervasive and persistent problem in our society and in our workplaces. It's being talked about more than ever before as more people are coming forward and sharing their stories of being sexually harassed. Through text, audio, scenarios and knowledge checks, this course details the costs and consequences of sexual harassment on both the victim and the workplace, describes how managers should respond to sexual harassment complaints, stop retaliation against those who report it and their own role in developing strategies to prevent and correct sexual harassment and creating a harassment free workplace.

## PREVENTING SEXUAL MISCONDUCT

The physician-patient relationship has always required mutual trust and confidence. Recognizing and avoiding any type of exploitation is always the responsibility of the physician. With this in mind, it's a good idea to review exactly what is meant by sexual misconduct, learn to recognize the signs, and understand how it occurs.

Physicians have an ethical and legal obligation to avoid sexual misconduct and report it if you suspect a physician colleague or witness anyone else in the medical establishment behaving in an abusive way.

This course educates learners on what is considered sexual misconduct, understand ways to avoid the perception of misconduct, describes the practice of proper care and sensitivity during patient encounters, and describes five ways healthcare providers can reduce potential sexual misconduct liability.



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### SECURITY AWARENESS

Cyber threats and cyberattacks to your company's and your personal computer systems are real. A security breach to your personal or work computer or your online data can result in the loss of money and time, identity theft, and stolen health, financial and personal information. From malware, spyware, and viruses to social engineering attacks such as phishing, pretexting and baiting, there are multiple ways hackers can infect and take over your computer and email accounts. This course educates the learner on how to protect their office and home computers and other portable and mobile devices from the many computer security threats.

### VIOLENCE IN THE WORKPLACE

Violence in the workplace has been a leading cause of workplace injuries and deaths for the last thirty years. Close to 2 million workers are injured and almost 800 die each year from violence in the workplace. This course gives employees skills to recognize and diffuse violent situations and teaches them how to react when a situation turns violent. It also gives employers information about workplace violence and workplace violence prevention training as outlined by the Occupational Safety & Health Administration (OSHA). (For any industry)



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Courses may not be included in a course bundle.

### PREVENTING HARASSMENT & DISCRIMINATION FOR EMPLOYEES, CALIFORNIA

(English & Spanish versions)

California Senate Bill 1343, enacted in 2018, requires that California employers with five or more employees provide sexual harassment training and education to both supervisors and nonsupervisory staff by January 1, 2020. This harassment and discrimination prevention training course was developed to meet the standards outlined in California SB 1343 and provides employees an awareness of the laws and issues relating to harassment, discrimination and bullying in the workplace. Through realistic scenarios, text and audio, it details the actions and responsibilities for avoiding discriminatory practices, associated with race, color, religion, sex, national origin, age, physical or mental disability and gender status to create a workplace free of harassment and discrimination.

### PREVENTING HARASSMENT & DISCRIMINATION FOR SUPERVISORS, CALIFORNIA

California companies with 50 or more employees are required to provide two hours of sexual harassment prevention training to all supervisors within six months of hire or promotion, and every two years thereafter. This course trains supervisors and managers to recognize, prevent, and correct sexual harassment and abusive conduct, respond to complaints, identify retaliation, and promote a discrimination-free workplace. The course conforms with the training requirements of AB 1825 sexual harassment prevention, AB 2053 prevention of abusive conduct and SB 396 for training inclusive of harassment based on gender identity, gender expression and sexual orientation.

### PREVENTING SEXUAL HARASSMENT FOR EMPLOYEES, NY (English & Spanish versions)

Sexual harassment is a pervasive and persistent problem in our society and in our workplaces. In the wake of the #MeToo movement and the resulting nationwide conversation about sexual harassment, the State of New York and the City of New York passed legislation requiring employers to do more to prevent sexual harassment. This course provides employees an awareness of the New York laws relating to sexual harassment in the workplace. Through scenarios, text and audio, it details the actions and responsibilities employees have to understand their rights and responsibilities when it comes to sexual harassment in the workplace. How to recognize and report sexual harassment when it happens to them or others and how to contact the appropriate agencies when it happens to them.

### PREVENTING SEXUAL HARASSMENT FOR MANAGERS, NY

Sexual harassment is a pervasive and persistent problem in our society and in our workplaces. In the wake of the #MeToo movement and the resulting nationwide conversation about sexual harassment, the State of New York and the City of New York passed legislation requiring employers to do more to prevent sexual harassment. Through scenarios, text and audio, this course provides employers, managers and supervisors with an awareness of the New York laws, it details the actions and responsibilities managers have for responding to sexual harassment complaints, explains retaliation and how to stop it, and tells how to create a culture free from harassment. Lastly the course provides strategies and actions to prevent and correct sexual harassment and create a culture free from sexual harassment.

### PREVENTING SEXUAL HARASSMENT FOR EMPLOYEES, IL

Sexual harassment is a pervasive and persistent problem in our society and in our workplaces. In the wake of the #MeToo movement and the resulting nationwide conversation about sexual harassment, the State of Illinois passed the Workplace Transparency Act in 2019 that amended the Illinois Human Rights Act requiring employers to step up and do more to prevent sexual harassment. This course provides employees an awareness of the Illinois laws and issues relating to sexual harassment in the workplace. Through scenarios, text and audio, it details the actions and responsibilities employees have to understand their rights and responsibilities when it comes to sexual harassment in the workplace. How to recognize and report sexual harassment when it happens to them or others and how to contact the appropriate agencies when it happens to them.

