

A smiling man wearing a white work jacket and a dark beanie stands in the foreground. In the background, a white truck is parked. The entire image has a blue tint.

**WORKPLACE HEAT STRESS
AWARENESS CAMPAIGN**

**OPERATION
COOLDOWN**

*Toolkit and
Engagement Guide*

TABLE OF CONTENTS

Introduction.....	3
1. Toolkit Overview.....	4
2. Rewards and Recognition	5
3. Engagement Activities.....	6
4. Training Topics.....	8
5. Resources	9



Contact IRONWOOD

info@ironwoodbc.com

888-743-5238

www.ironwoodbc.com

INTRODUCTION

Workplace heat stress is a significant occupational hazard, affecting the health and safety of workers across many industries. The purpose of this toolkit is to assist employers in the creation and implementation of a heat safety awareness campaign for their company. Our hope is that with this guide, our resource website, and a list of employee engagement ideas – we can help raise awareness about the dangers of heat stress and provide practical strategies for prevention and management. By understanding the causes and symptoms of heat stress, employers and employees can work together to create a safer working environment for all.

We also wanted to include an industry focused heat stress awareness campaign: the **86 Heat Stress Initiative**.

Objective: To increase awareness and promote best practices for heat safety among restaurant back of house staff, to prevent heat-related illnesses and ensure a safe, productive work environment. Our goal is to equip restaurant cooks, chefs, kitchen staff, restaurant owners, and managers with the knowledge and skills needed to maintain heat safety in the kitchen, prevent heat-related illnesses, and create a safe and productive work environment.

www.operationcooldown.com

1. TOOLKIT OVERVIEW

We have provided several resources to help employers conduct their own Heat Stress Awareness campaign. Here is a list of the resources we've included with this toolkit:

- Employer Toolkit and Engagement Guide Outline
- Operation Cooldown Website
- Social media graphics to share and help spread awareness and to hang in your workplace
- QR code for quick access to the resource website
- Heat Cheat Sheet informative infographic
- Sample Campaign Calendar
- Sample Heat Awareness Toolbox Talk
- Knowledge Check Quiz
- Pop Culture Trivia Quiz
- Water Intake Tracker
- 86 Heat Stress Initiative Outline
- 86 Heat Stress Training Outline for employees
- Restaurant BOH Personal Risk Assessment
- Restaurant BOH Hazard Assessment
- Restaurant themed social media graphics/PDF handouts for your workplace

2. REWARDS AND RECOGNITION

Ideas to increase employee engagement and buy-in.

- **Incentives:** Offer incentives for participating in events and activities, such as gift cards, certificates, or special recognition during company meetings.
- **Customized Water Bottles:** Distribute reusable water bottles with the campaign logo, encouraging employees to stay hydrated and reduce plastic waste.
- **Cooling Towels:** Hand out cooling towels that can be easily soaked in water and draped around the neck to provide instant relief from heat.
- **Personal Fans** Provide small, portable fans that employees can keep on their desks or carry with them during work.
- **Sunscreen and Lip Balm:** Offer sunscreen and lip balm with the campaign logo to remind employees to protect their skin from harmful UV rays.
- **Branded Hats and Sunglasses:** Distribute hats or sunglasses with the company or campaign logo to encourage employees to shield themselves from direct sunlight.
- **Raffle Prizes:** Organize a raffle with exciting prizes, such as gift cards, vouchers, or company merchandise, to encourage employee participation in events and activities.
- **Mini First Aid Kits**

3. ENGAGEMENT ACTIVITIES

- **Heat Stress Awareness Bingo:** Create a bingo card with different heat stress prevention actions, symptoms, or facts in each square. Employees can mark off squares as they learn or perform the actions throughout the week. Once they complete a row or column, they can submit their card for a chance to win a prize.
- **Heat Stress Pop Culture Trivia Challenge:** Host a daily trivia session on heat stress-related topics. Employees can participate individually or in teams. Keep track of scores throughout the week, and the winners can receive special recognition or prizes at the end of the campaign. (Sample Quiz Included)
- **Hydration Motivation:** Encourage employees to track their daily water intake using a smartphone app or a printed log. Set a target for each day, and employees who consistently meet the goal can be entered into a prize drawing or earn points towards a larger reward. (Water Intake Tracker Included)
- **Prevention Pledge Board:** Set up a digital or physical pledge board where employees can commit to taking specific actions to prevent heat stress. For each pledge, employees can earn points or badges that contribute to a collective goal, such as unlocking a special reward for the entire team.
- **Movie Screening:** Host a movie screening at the office. Choose a movie with a theme centered around extreme heat or harsh environments. Along with the movie screening, consider handing out free sunscreen to employees to go along with the theme. Some movie examples could include:
 - The Day After Tomorrow
 - Mad Max: Fury Road
 - Castaway
 - Backdraft
 - Frozen
 - Ice Age
 - Cool Runnings
 - Deepwater Horizon

Operation Cooldown

Toolkit and Employee Engagement Guide

- The Towering Inferno
- Only the Brave
- Ladder 49
- **Company Provided Lunch:** Encourage employees to refuel and rest with a company provided lunch. The menu could include hotdogs, ice cream, popsicles, iced tea, frozen drinks. Lunch could also include foods that help reverse sun damage and better protect from UV rays during the daytime. Some foods that help support sun protection include:
 - Blueberries
 - Watermelon
 - Nuts and Seeds
 - Carrots and Leafy Greens
 - Green Tea
 - Cauliflower
- **Volunteer/Donation**
 - Give back to the community through heat safety awareness volunteer initiatives. An example could be bringing water, Gatorades, popsicles, and ice cream to local firehouses to thank local firefighters for all that they do.
- **Social Media Challenge**
 - Create a social media challenge where employees share photos of themselves practicing heat stress prevention measures at work. Encourage them to use a unique hashtag and tag the company's social media account.
- **Yoga or Meditation Sessions**
- **Coworker Cooldowns**
 - Designated times of the day where coworkers take a break and check in with another coworker like a buddy system.
- **Hydrate Happy Hour**
 - Pick a designated hour of the day for coworkers to get together for a little down time and encourage staying hydrated together!

4. TRAINING TOPICS

Here is a sample outline for training your company can deliver throughout the week:

- Understanding heat stress: Definition, causes, and contributing factors in the workplace.
- Recognizing the signs and symptoms of heat stress: Dehydration, heat exhaustion, heat cramps, heat rash, and heat stroke.
- Identifying high-risk jobs and environments: Indoor and outdoor occupations susceptible to heat stress.
- The role of personal risk factors: Age, medical conditions, medications, fitness level, and acclimatization.
- Heat stress prevention best practices: Engineering controls, administrative controls, and personal protective equipment (PPE).
- Hydration and nutrition: The importance of maintaining proper fluid and electrolyte balance, and how to encourage healthy habits.
- Heat stress management and first aid: Recognizing and responding to heat-related emergencies, including proper first aid measures.
- Creating an effective heat stress management plan: Steps for developing, implementing, and maintaining a heat stress prevention program.
- Employee training and communication: Ensuring all workers are educated on heat stress risks, symptoms, prevention, and response.
- Legal and regulatory requirements: Complying with OSHA and other local, state, or national regulations related to heat stress in the workplace.
- Incorporating heat stress awareness into workplace culture: Fostering a supportive environment and promoting shared responsibility for heat stress prevention.
- Case studies and lessons learned: Analyzing real-life examples of heat stress incidents and discussing how they could have been prevented.

5. RESOURCES

- Resource Website
- Heat Awareness Toolbox Talk
- Heat Awareness Knowledge Check
- Campaign Calendar
- HEAT CHEAT SHEET
- Water Intake Tracker
- Social Media Graphics
- Sample Trivia Quiz
- QR Code to Operation Cooldown Webpage
- Hashtag: #operationcooldown
- 86 Heat Stress Initiative
- 86 Heat Stress Training Plan
- Restaurant Personal Risk Assessment
- Restaurant Hazard Assessment
- 86 Initiative Social Media Graphics/Posters

Contact IRONWOOD

info@ironwoodbc.com

888-743-5238

www.ironwoodbc.com

