



# Dairy Safety Training Guide

Part of the *Dairy Safety Training Toolkit*

Farmworker Justice

September 2022

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## **Note**

Scenes in the video accompanying this training guide were dramatized for educational purposes. This video was filmed at an Aurora Organic Dairy (AOD) facility. AOD is a certified organic producer and complies with organic standards for animal care and milk production.

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## About the Dairy Safety Training Toolkit

The *Dairy Safety Training Toolkit* consists of a training video, student handbook, two fact sheets, and this training guide. The materials focus on the prevention of occupational injuries and illness on dairy farms and are designed to be accessible to English, Spanish, and K'iche-speaking workers with different levels of literacy.

- ***Training video:*** The video contains five vignettes—each about 5 minutes long—on the following topics: disease prevention, cattle- handling, tractor safety, manure storage safety, and chemical safety (including precautions for the use of veterinary drugs). The vignettes depict realistic training scenarios on a dairy farm. The storyline follows Luis, a new worker, as he receives basic safety training from experienced colleagues. Applicable OSHA standards are interspersed, and at the end there is a short section on OSHA whistleblower protections. The actors in the video are all real-life dairy workers. Available in Spanish with English subtitles and in K'iche.
- ***Student handbook:*** The student handbook contains key information from the video and training guide. It is a take-home reference for trainees and includes dairy safety information as well as information about employer responsibilities, applicable OSHA standards, workplace rights, and OSHA whistleblower protections. Available in English and Spanish.
- ***Dairy safety factsheet:*** A handout summarizing the content of the training video. It is another take-home reference for trainees. Available in English and Spanish.
- ***Fact sheet for dairy employers:*** A handout summarizing the content of the "Dairy Employers' Responsibilities" section and citing all required and recommended OSHA standards. Available in English and Spanish.
- ***Training guide:*** This guide is designed to help trainers use the video to deliver an effective training session. It leads trainers through discussion questions and small-group activities that reinforce the information contained in the materials. The training guide also contains pre- and post-tests to assess trainees' change in knowledge, as well as a training reaction survey. Available in English and Spanish.
- ***Sign-in sheet:*** Used to keep track of attendees. Available in English and Spanish.

## **How to Use This Training Guide**

The training guide accompanies the dairy safety training video. It ensures that trainees have the opportunity to engage with and process the information contained in that resource.

Before screening each vignette, the trainer should share the section objective and ask the initial discussion questions contained in the guide. After screening each vignette, the trainer should follow the instructions to conduct a small-group activity, which will allow trainees to reflect on what they learned.

The guide contains an additional lesson on dairy employers' responsibilities, dairy employees' rights, and OSHA whistleblower protections, to be delivered after trainees have watched the vignettes.

Before and after the entire lesson, the trainer should administer the pre- and post-test to measure trainees' change in knowledge, as well as the training reaction survey, to determine the relevance of training topics and effectiveness of training methods.

## Tips for Delivering Interactive Trainings

This guide provides trainers with a framework for an interactive session. However, the trainer should feel free to supplement what's written here with other techniques to make the learning engaging. Elements to make a training interactive include:

- Asking the trainees questions
- Doing demonstrations
- Role playing and skits
- Asking volunteers to help
- Humor and laughter
- Music, singing, and dancing
- Changing seats and working in groups
- Handouts with important information
- Prizes

The trainer should also keep in mind these characteristics of an engaging presenter:

- Enthusiastic about the topic
- Makes eye contact
- Organized and well prepared
- Has a good sense of humor – is not embarrassed if it doesn't go perfectly

## Training Outline

Sign-in

Pre-test

Overall objective and training topics

Lesson #1: Disease Prevention

- Share lesson objective
- Initial discussion questions
- Screen the video vignette
- Small-group reflection
- Answer trainee questions

Lesson #2: Cattle Handling Safety

- Share lesson objective
- Initial discussion questions
- Screen the video vignette
- Small-group reflection
- Answer trainee questions

Lesson #3: Tractor Safety

- Share lesson objective
- Initial discussion questions
- Screen the video vignette
- Small-group reflection
- Answer trainee questions



#### Lesson #4: Manure Storage Safety

- Share lesson objective
- Initial discussion questions
- Screen the video vignette
- Small-group reflection
- Answer trainee questions

#### Lesson #5: Chemical Safety

- Share lesson objective
- Initial discussion questions
- Screen the video vignette
- Small-group reflection
- Answer trainee questions

#### Lesson #6: Dairy Employers' Responsibilities, Dairy Employees' Rights, and OSHA Whistleblower Protections

- Share lesson objective
- Initial discussion questions
- Review of information in the student handbook
- Screen the video narration of the OSHA whistleblower protections fact sheet
- Answer trainee questions

Post-test

Training reaction survey

# Dairy Safety Training

## Sign-In

Fill out the sign-in sheet with all of the required information, and ask trainees to sign before beginning the lesson. The sign-in sheet can be found in the appendix, on pages 30 and 31.

## Pre-Test

Administer the pre-test below, reading each question out loud and giving trainees a minute to answer.

Do not share answers with trainees until you administer the post-test, after the final lesson.

If trainees can't read, you can read the questions aloud to them and then record their responses on the sheet.

A copy of the pre-test, without the answers, can be found in the appendix (p. 32).

1. **True or false:** You should wash your hands and shower immediately after work to avoid spreading disease. (**True**)
2. **True or false:** Manure is just cow waste, so it's not that dangerous. You can enter the storage areas whenever you need. (**False**)
3. **True or false:** You can smoke near a manure storage lagoon because it's outdoors. (**False**)
4. **True or false:** Cows like loud noises, so you should yell at them when you're approaching. (**False**)
5. **True or false:** If a bull begins to look agitated you should run away. (**False**)
6. **True or false:** You should always wear PPE in the milking parlors and when handling medications and chemicals. (**True**)

7. **True or false:** If you feel sick after being around the cattle or being exposed to a medication or chemical, you should go to the doctor and tell them you work on a dairy farm. (**True**)
8. **True or false:** You should drive the tractor very fast to get your work done more efficiently. (**False**)
9. **True or false:** You should always take safety precautions when driving a tractor, such as wearing a seatbelt and adjusting your mirrors. (**True**)
10. **True or false:** Dairy workers have certain rights. If their employer violates these rights, workers can report them to OSHA, and the employer isn't allowed to take negative actions against them. (**True**)

### Overall Objectives and Session Topics

Before screening the video, share the following overall objectives with trainees:

“By the end of this session, trainees will understand:

- The different types of workplace hazards present on dairy farms
- Strategies to mitigate these hazards
- Dairy employers' responsibilities and dairy employees' rights
- How to report violations of workplace rights to OSHA, and the protections afforded to whistleblowers”

Explain that trainees will be learning about the following topics:

- Disease prevention
- Cattle handling safety
- Tractor safety
- Manure storage safety
- Chemical Safety
- Dairy employer responsibilities, dairy employees' rights, and OSHA whistleblower protections

## Lesson #1: Disease Prevention

**Summary:** In this vignette, we are introduced to “Luis”, a new dairy worker, who is receiving training on dairy farm safety. His supervisor (“Paco”) and an experienced worker (“Paola”) discuss with Luis the importance of wearing PPE to prevent the spread of diseases. They also talk about the ways in which germs can be spread, the need for equipment disinfection, and how to maintain proper hygiene.

The video vignette ends with Paola and Paco explaining to Luis how to avoid bringing diseases home and speaking about the need to seek medical attention if he becomes sick.

### Key Terms

- PPE: “Personal Protective Equipment.” Clothing and equipment that protects you from the spread of disease. PPE includes masks, goggles, aprons, and gloves.
- Pasteurization: Heating milk or certain foods to kill bacteria and other germs.
- Salmonella, listeria, and bovine tuberculosis: Diseases that cows can carry that can also make humans sick.

### Key Points

- All cows, including healthy ones, can carry diseases that can be dangerous to humans.
- People can be exposed to diseases through manure, contaminated equipment and clothing, and unpasteurized milk.
- To avoid the spread of disease:
  - Wear PPE at all times and dispose of it properly
  - Disinfect milking machinery between uses
  - Don’t eat or drink near the cows, and wash your hands before eating
  - Wash your hands and shower directly after work, before interacting with others

## Method

1. Share the following learning objective:
  - By the end of this lesson, trainees will understand the different ways in which they could be exposed to disease on a dairy farm, and how to mitigate that risk.
2. Discuss the following questions as a large group. Trainees can record their thoughts in their student handbooks (p. 4):
  - Have you heard of anyone becoming ill from their work on a dairy farm?
  - How do you think dairy workers could become exposed to disease?
3. Screen the first vignette.
4. After the vignette ends, break trainees into small groups to discuss the following questions. Again, trainees can record their thoughts in their student handbooks (p. 5-6):
  - What are some of the different ways that Luis could be exposed to disease on the dairy farm?
  - What strategies does Luis learn to help protect himself from exposure to disease?
  - What does Luis' employer do to help keep him safe from disease?
  - Are there any other strategies you've heard of that protect workers from disease?
  - What should you do if you *do* become sick?
5. Ask one representative from each small group to share their answers with the large group.
6. Ask trainees if they have any remaining questions. Answer them using the key terms and key points above.
7. Explain that you are now moving on to the next vignette.

## Lesson #2: Cattle Handling Safety

**Summary:** In this video vignette, Luis learns to interact safely with cattle. Experienced workers explain why cattle can pose dangers to workers. They teach Luis how to keep the animals calm and what to do if they become agitated. The vignette also contains information specific to safety around bulls.

### Key Terms

- **Flight zone:** A cow's "personal space." It's the distance you should stand from a cow so it feels comfortable.

### Key Points

- Although cows look tame, they are large and can cause serious injury.
- Cows are less likely to cause injury when they are calm. To keep cows calm, let them know you're approaching, and avoid making loud noises.
- Don't put yourself between a cow and a wall or gate. Otherwise, you could be crushed.
- If a cow or bull does become agitated, back away slowly. For cows, back out of the flight zone.
- Be aware of the bull at all times and keep your distance when possible. Watch for warning signs.
- If the bull begins to appear agitated or upset, it is safest to **retreat slowly**. **You should only run if the bull runs toward you to charge you.**

### Method

1. Share the following learning objective:
  - By the end of this lesson, trainees will understand how cows and bulls can pose a risk to dairy workers, and how to mitigate those risks.

2. Discuss the following questions as a large group. Trainees can record their thoughts in their student handbooks (p. 7):
    - What do you know about cows? What do they like or dislike?
    - How do you think cattle could injure a worker?
  3. Screen the second vignette.
  4. After the vignette ends, break trainees into small groups to discuss the following questions. Again, trainees can record their thoughts in their student handbooks p. (8-9):
    - What are some of the ways that cows and bulls can pose a danger to workers?
    - What strategies does Luis learn to keep the cows calm and make sure he interacts with them safely?
    - What does Luis' employer do to help keep him safe around the cattle?
    - Is there anything else you should or shouldn't do around the cows?
    - What should you do if a cow or bull *does* become agitated?
5. **Remind trainees:** If the bull begins to appear agitated or upset, it is safest to retreat slowly. You should **only run if the bull runs toward you to charge you**.
6. Ask one representative from each small group to share their answers with the large group.
  7. Ask trainees if they have any remaining questions. Answer them using the key terms and key points above.
  8. Explain that you are now moving on to the next vignette.

## Lesson #3: Tractor Safety

**Summary:** Luis learns basic strategies to stay safe around tractors and while operating them. His trainers discuss seatbelts, mirrors, and power take offs. They demonstrate safe, slow driving, while Paco emphasizes the need for both drivers and passersby to remain aware of their surroundings and keep appropriate distance.

### Key Terms

- Power take off: Equipment that transfers energy from the tractor to another machine or piece of equipment.

### Key Points

- Tractors are dangerous, heavy machinery and cause most of the accidents on farms.
- To remain safe around tractors:
  - Drive slowly to avoid tips and spills.
  - Always fasten your seatbelt, adjust mirrors, and look for any objects blocking the path before starting the tractor.
  - Only the driver should be on the tractor except when they are training another worker to drive it.
  - Be aware of the power take off (PTO). Never touch, stand on, or reach over it.

### Method

1. Share the following learning objective:
  - By the end of this lesson, trainees will understand the risks that tractors pose to workers, and how to mitigate those risks.
2. Discuss the following questions as a large group. Trainees can record their thoughts in their student handbooks (p. 10):



- Have any of you driven a tractor before? Who on the farm drives the tractor?
  - How might driving a tractor be similar to driving a car? How might it be different?
3. Screen the third vignette.
  4. After the vignette ends, break trainees into small groups to discuss the following questions. Again, trainees can record their thoughts in their student handbooks (p. 11-12):
    - What are some of the ways that tractors can pose dangers to workers?
    - What strategies does Luis learn to stay safe around the tractor or when driving?
    - What does Luis' employer do to help him stay safe around the tractor?
    - What other strategies could Luis use to stay safe while driving or while near the tractor?
  5. Ask one representative from each small group to share their answers with the large group.
  6. Ask trainees if they have any remaining questions. Answer them using the key terms and key points above.
  7. Explain that you are now moving on to the next vignette.

## Lesson #4: Manure Storage Safety

***Please note:*** This video vignette is meant to educate workers on the dangers of manure storage facilities, not to serve as training on how to enter and work in these spaces.

**Summary:** In this video vignette, the new worker, Luis, receives training on manure storage safety. His trainers explain the dangers of manure storage facilities and tell Luis about the special training, precautions, and safety equipment workers need to enter or work around them safely.

### Key Terms

- Manure pit/manure lagoon: Different ways of storing the cows' waste. A manure pit is located under a barn. A manure lagoon is located outdoors.
- Hydrogen sulfide and methane: Poisonous gases produced in manure pits. Hydrogen sulfide can poison humans in seconds. These gases can also explode.
- Winch/hoist: Lifting machines with a rope attached. These can be used to pull workers out of the manure pits in case of emergency.

### Key Points

- Manure storage is dangerous because manure produces gases that are toxic and explosive. People and equipment can also fall in.
- To remain safe around manure storage facilities:
  - Never work in a manure pit or lagoon by yourself.
  - Never enter a manure pit or lagoon without the proper safety equipment.
  - Alert your supervisor if there is equipment that needs to be fixed.
  - Don't try to fix the equipment yourself; this is a task for specially trained employees only.
  - Call 911 in case of emergency.
  - Don't smoke anywhere near the manure storage.

## Method

1. Share the following learning objective:
  - By the end of this lesson, trainees will understand the risks associated with manure storage, and how to mitigate those risks.
2. Discuss the following questions as a large group. Trainees can record their thoughts in their student handbooks (p. 13):
  - Do you think cow manure is dangerous? Why or why not?
  - Who on the farm is allowed near the manure pits/lagoons? Why?
3. Screen the fourth vignette.
4. After the vignette ends, break trainees into small groups to discuss the following questions. Again, trainees can record their thoughts in their student handbooks (p. 14-15):
  - What are some of the ways that the manure pits and lagoons put workers at risk?
  - What strategies does Luis learn to help protect himself from danger around the manure pits and lagoons?
  - What does Luis' employer do to help keep him safe around the manure pits?
  - Are there any other strategies you've heard of to keep safe around manure pits and lagoons?
  - What should you do if you see someone in danger around a manure pit or lagoon?
5. Ask one representative from each small group to share their answers with the large group.
6. Ask trainees if they have any remaining questions. Answer them using the key terms and key points above.
7. Explain that you are now moving on to the next vignette.

## Lesson #5: Chemical Safety

**Summary:** Luis learns how to stay safe while administering medications to cows and while using chemicals. His trainers discuss the health risks associated with exposure to veterinary medications, and how to handle chemicals safely. They explain how to use PPE properly, how to keep records of medications administered, and what to do in case of exposure to medications or chemicals.

### Key Terms

- Hormones: Chemicals that some dairy farms give to cows to increase the amount of milk they produce.
- Footbath: A liquid used to wash cows' feet that prevents injuries and growths on the hoofs.

### Key Points

- Some medications and chemicals that are helpful for cows are dangerous for humans. In particular, hormones can cause the loss of a pregnancy.
- To avoid health complications from medications:
  - Make sure the cow is properly restrained before administering the medication.
  - Wear all the recommended PPE when giving the medication.
  - Dispose of needles and medical supplies safely and quickly after use.
  - Keep records of the medication and when it was given.
  - Seek medical attention if you have a reaction after administering medication or using a chemical.

### Method

1. Share the following learning objective:
  - By the end of this lesson, trainees will understand the risks that medications and chemicals can pose to workers, and how to mitigate those risks.

2. Discuss the following questions as a large group. Trainees can record their thoughts in their student handbooks (p. 16):
  - What types of medications and chemicals do you use around the dairy farm?
  - What do you know about these chemicals? What can happen if you get them in or on your body?
3. Screen the final vignette.
4. After the vignette ends, break trainees into small groups to discuss the following questions. Again, trainees can record their thoughts in their student handbooks (p. 17-18):
  - What are some of the ways that veterinary medications and chemicals can be harmful to workers?
  - What strategies does Luis learn to avoid exposure to medications and chemicals?
  - What does Luis' employer do to help keep him safe from medications and chemicals?
  - What other strategies could Luis use to prevent exposure to medications and chemicals?
  - What should you do if you're not feeling well, or if you develop symptoms like a rash or burn, after you're exposed to a medication or a chemical?
5. Ask one representative from each small group to share their answers with the large group.
6. Ask trainees if they have any remaining questions. Answer them using the key terms and key points above.
7. Finally, distribute the Dairy Safety Fact Sheet, which contains all of the key points from the previous five vignettes. Give trainees a few minutes to review the information and ask any last questions.
8. Explain that you are now moving on to the final lesson.

## Lesson #6: Dairy Employers' Responsibilities, Dairy Employees' Rights, and OSHA Whistleblower Protections

### Key Terms

- OSHA: The Occupational Safety and Health Administration. A government agency that makes sure conditions in the workplace are safe for workers.
- Whistleblower: Someone who informs OSHA about unsafe conditions or violations of rights in the workplace.

### Key Points

- Dairy employers have certain legal responsibilities in the workplace. There are also additional standards they can follow to create the safest workplace possible.
- Dairy employees have certain rights in the workplace.
- If an employee notices a hazard on the farm, they should bring the conditions to their supervisor's or employer's attention.
- If an employer violates employees' rights, employees can report them to OSHA in several different ways.
- Employers are not allowed to retaliate (take negative actions) against employees who report them to OSHA.
- Workers can report violations to OSHA regardless of their immigration status.

### Method

1. Share the following learning objective:
  - By the end of this lesson, trainees will understand dairy employers' legal responsibilities to keep workers safe, dairy employees' workplace rights, and what employees should do if their workplace rights are violated.
2. Discuss the following questions as a large group. Trainees can record their thoughts in their student handbooks (p. 19):
  - What responsibilities do you think employers have, related to safety in the workplace?
  - What rights do you think workers have, related to safety in the workplace?
  - What are some factors that can make it challenging for dairy workers to exercise their rights?

- Ask trainees to turn to pages 21 - 26 of their student handbook, which contain information on dairy employers' responsibilities and dairy employees' rights. The essential information from those pages is included in the subsequent pages:

### **Dairy Employers' Responsibilities**

Dairy employers have certain responsibilities to their employees. They **must** comply with the general industry and agriculture standards listed in the handbook.

Employers are also bound by the "General Duty Clause" of the Occupational Safety and Health (OSH) Act. This means that they must keep the workplace "free from recognized hazards that are causing or are likely to cause death or serious physical harm to [their] employees."

If the employer knows there is a hazard, they must take reasonable steps to eliminate or lessen the hazard, even beyond those required by existing standards.

<b>Descriptions of Select Required Standards</b>	
<b>General Industry (29 CFR 1910)</b>	
<a href="#"><u>1910.1200</u></a> , Hazard Communication.	This standard requires employers, including dairy employers, to inform employees of hazardous chemicals present in the workplace, have information about these chemicals available for employees, keep chemicals properly labeled, and train employees on how to protect themselves from chemical hazards, among other requirements.
<b>Agriculture (29 CFR 1928)</b>	
<a href="#"><u>1928 Subpart C</u></a> - Roll-Over Protective Structures	Dairy employers are required to follow OSHA's standard for roll-over protective structures, or ROPS. These are metal enclosures that protect the operator if a tractor overturns. All tractors on the farm must have them.
<a href="#"><u>1928.57</u></a> , Guarding of farm field equipment, farmstead equipment, and cotton gins.	Dairy employers are required to follow OSHA's standard for guarding of farm field equipment. This standard contains requirements for the safe operation and repair of tractors and other farm equipment, including the use of guards or shields to protect people from hazards caused by moving parts.

## Dairy Employees' Rights

Dairy workers have certain rights in the workplace. These include the right to:

- Receive workplace safety and health training in a language they understand
  - Work on machines that are safe
  - Receive required safety equipment, such as gloves or a harness and lifeline for falls
  - Be protected from toxic chemicals
  - Request an OSHA inspection, and speak to the inspector
  - Report an injury or illness, and get copies of their medical records
  - Review records of work-related injuries and illnesses
  - See results of tests taken to find workplace hazards
4. Review the information above as a large group, asking for volunteers to read each bullet point out loud. If trainees have questions, answer them as you go. (You do not have to read all of the other OSHA standards listed, but give trainees time to review them if they wish.)
  5. Then, break trainees into small groups. Break employers into a separate group from employees.
  6. Assign each group of employers a workplace responsibility and each group of employees a workplace right. All groups must prepare a skit or other creative presentation that illustrates their workplace responsibility or right.
  7. After ten minutes, ask each small group to present their skit.
  8. After all groups have presented, ask trainees to turn to pages 27-28 of the student handbook, entitled "Speak Up About Safety Violations – Without Fear." The information from those pages is included below.



## Speak Up About Safety Violations—Without Fear

If you notice a hazard on the farm, bring the conditions to your supervisor's or employer's attention.

If your employer is not protecting you from workplace hazards as required, you have the right to report them.

The Occupational Safety and Health Administration (OSHA) is a federal enforcement agency that helps prevent and protect workers from being killed or seriously injured while at work.

### CONTACT OSHA

There are 5 ways:

1. Telephone: Call 1 (800) 321 – 6742
2. Online: Submit your online complaint to OSHA at <https://www.osha.gov/ords/osha7/eComplaintForm.html>
3. Fax or email: Fax or email the online complaint form to your local OSHA office. Include your contact information.
4. Mail: Send a letter describing your complaint to your local OSHA office.
5. In person: Visit your local OSHA office.

You never have to reveal your immigration status to OSHA.

You have the right to a safe workplace--no matter your citizenship!

The whistleblower laws that OSHA enforces prohibit employers from retaliating against employees for engaging in activities protected under those laws.

If you report your employer, they cannot:

- Fire you or lay you off
- Demote you
- Deny you overtime or a promotion
- Discipline you
- Deny you benefits
- Fail to hire/rehire you
- Intimidate or harass you
- Threaten you
- Reassign you to a less desirable position or do something that will result in you being denied a promotion
- Reduce or change your pay or hours
- Isolate, ostracize, or mock you, or falsely accuse you of poor performance
- Make your working conditions so intolerable that you quit
- Report you or threaten to report you to the police or immigration authorities

If your employer violates your whistleblower rights, you can complain to OSHA within 30 days of the adverse action.

9. Play the final portion of the video, which narrates this fact sheet out loud.
10. Review the information as a large group. Place special emphasis on the different types of retaliation and the different ways to contact OSHA.
11. Before concluding, ask if trainees have any last questions, then distribute the Fact Sheet for Dairy Employers.
12. Thank them for their time. Then, distribute the post-test.

## Post-Test

Administer the post-test below, reading each question out loud and giving trainees a minute to answer.

Do not share answers with trainees until after you have collected all of their post-tests.

If trainees can't read, you can read the questions aloud to them and then record their responses on the sheet.

A copy of the post-test, without the answers, can be found in the appendix (p. 33).

1. **True or false:** You should wash your hands and shower immediately after work to avoid spreading disease. (**True**)
2. **True or false:** Manure is just cow waste, so it's not that dangerous. You can enter the storage areas whenever you need. (**False**)
3. **True or false:** You can smoke near a manure storage lagoon because it's outdoors. (**False**)
4. **True or false:** Cows like loud noises, so you should yell at them when you're approaching. (**False**)
5. **True or false:** If a bull begins to look agitated, you should run away. (**False**)
6. **True or false:** You should always wear PPE in the milking parlors and when handling medications and chemicals. (**True**)
7. **True or false:** If you feel sick after being around the cattle or being exposed to a medication or chemical, you should go to the doctor and tell them you work on a dairy farm. (**True**)
8. **True or false:** You should drive the tractor very fast to get your work done more efficiently. (**False**)
9. **True or false:** You should always take safety precautions when driving a tractor, such as wearing a seatbelt and adjusting your mirrors. (**True**)
10. **True or false:** Dairy workers have certain rights. If their employer violates these rights, workers can report them to OSHA, and the employer isn't allowed to take negative actions against them. (**True**)

## Training Reaction Survey

Administer the training reaction survey below, reading each question out loud and giving trainees a minute to answer.

Explain that the survey is to help you become a better trainer and to improve trainings in the future. Trainees should be honest in their answers.

If trainees can't read, you can read the questions aloud to them and then record their responses on the sheet.

A copy of the training reaction survey can be found in the appendix (p.33).

- |  |           |
|--|-----------|
| 1. Did you learn something new from the training?          | Y___ N___ |
| 2. Were the topics of the training relevant to your work?  | Y___ N___ |
| 3. Was the trainer engaging?                               | Y___ N___ |
| 4. Were the video and student handbook useful?             | Y___ N___ |
| 5. Were the small-group discussions and activities useful? | Y___ N___ |

# Appendix

## Participant List

### *Dairy Safety Training Toolkit*

**Training topics: Disease prevention, manure storage safety,  
cattle handling safety, chemical safety, tractor safety**



	Name	Signature	Check if employer
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			

<b>Instructor</b>	
<b>Signature</b>	
<b>Organization</b>	

<b>Place</b>	
<b>Date</b>	
<b>Duration of training</b>	

## Participant List

### *Dairy Safety Training Toolkit*

**Training topics: Disease prevention, manure storage safety,  
cattle handling safety, chemical safety, tractor safety**



	<b>Name</b>	<b>Signature</b>	<b>Check if employer</b>
<b>11</b>			
<b>12</b>			
<b>13</b>			
<b>14</b>			
<b>15</b>			
<b>16</b>			
<b>17</b>			
<b>18</b>			
<b>19</b>			
<b>20</b>			

<b>Instructor</b>	
<b>Signature</b>	
<b>Organization</b>	

<b>Place</b>	
<b>Date</b>	
<b>Duration of training</b>	



Instructor name:	<input type="text"/>
Date:	<input type="text"/>
Training topic:	<input type="text"/>

## Pre-Test

1. **True or false:** You should wash your hands and shower immediately after work to avoid spreading disease.
2. **True or false:** Manure is just cow waste, so it's not that dangerous. You can enter the storage areas whenever you need.
3. **True or false:** You can smoke near a manure storage lagoon because it's outdoors.
4. **True or false:** Cows like loud noises, so you should yell at them when you're approaching.
5. **True or false:** If a bull begins to look agitated, you should run away.
6. **True or false:** You should always wear PPE in the milking parlors and when handling medications and chemicals.
7. **True or false:** If you feel sick after being around the cattle or being exposed to a medication or chemical, you should go to the doctor and tell them you work on a dairy farm.
8. **True or false:** You should drive the tractor very fast to get your work done more efficiently.
9. **True or false:** You should always take safety precautions when driving a tractor, such as wearing a seatbelt and adjusting your mirrors.
10. **True or false:** Dairy workers have certain rights. If their employer violates these rights, workers can report them to OSHA, and the employer isn't allowed to take negative actions against them.

Instructor name:	<input type="text"/>
Date:	<input type="text"/>
Training topic:	<input type="text"/>

## Post-test

1. **True or false:** You should wash your hands and shower immediately after work to avoid spreading disease.
2. **True or false:** Manure is just cow waste, so it's not that dangerous. You can enter the storage areas whenever you need.
3. **True or false:** You can smoke near a manure storage lagoon because it's outdoors.
4. **True or false:** Cows like loud noises, so you should yell at them when you're approaching.
5. **True or false:** If a bull begins to look agitated, you should run away.
6. **True or false:** You should always wear PPE in the milking parlors and when handling medications and chemicals.
7. **True or false:** If you feel sick after being around the cattle or being exposed to a medication or chemical, you should go to the doctor and tell them you work on a dairy farm.
8. **True or false:** You should drive the tractor very fast to get your work done more efficiently.
9. **True or false:** You should always take safety precautions when driving a tractor, such as wearing a seatbelt and adjusting your mirrors.
10. **True or false:** Dairy workers have certain rights. If their employer violates these rights, workers can report them to OSHA, and the employer isn't allowed to take negative actions against them.

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Training topic:	<input type="text"/>

## Training Reaction Survey

1. Did you learn something new from the training? Yes\_\_\_\_\_ No\_\_\_\_\_
2. Were the topics of the training relevant to your work? Yes\_\_\_\_\_ No\_\_\_\_\_
3. Was the trainer engaging? Yes\_\_\_\_\_ No\_\_\_\_\_
4. Were the video, fact sheets, and student handbook useful? Yes\_\_\_\_\_ No\_\_\_\_\_
5. Were the small-group discussions and activities useful? Yes\_\_\_\_\_ No\_\_\_\_\_