

Project Overview

The Worksite UV Protection Policy for Outdoor Workers Project is an occupational UV protection effort that promoted UV protection policy, system, and environmental changes to reduce the burden of skin cancer for outdoor workers. The South Dakota Department of Health (SD DOH) partnered with the South Dakota WorkWell Partnership to support worksites to adopt a worksite UV protection policy guided by the [Worksite UV Protection Model Policy](#)⁴, as well as implement sun safety interventions to support the policy. Applicants could request up to \$1,000 to implement a sun safety policy and support evidence-based strategy implementation between May 2019 and September 2019. The Pennington County Sheriff's Office (PCSO) was awarded funding and serves 400 staff in the Rapid City, SD area. Approximately 150 law enforcement staff were directly affected by the policy changes.

The SD CCCP provided technical assistance to support policy development, implementation of strategies, and project reporting. The PCSO promoted a sun safe worksite through the adoption of a worksite UV (ultraviolet) protection policy and implementation of strategies to support the policy. The SD DOH supported the PCSO to implement a multi-component approach to address sun safety policy, environment, and systems changes. The approach included training and education, technical assistance, and evidence-based resources to implement a project plan that included strategies to support worksite wellness. The project was guided by the *Colorado Sun Safe at Work program*¹, the *Sun-Safe Worksite Guide*², the *Steps to Wellness: A Guide to Implementing the 2008 Physical Activity Guidelines for Americans*³, and the *Worksite UV Protection Model Policy*⁴.

Policy Adoption

The PCSO was required to adopt a worksite UV protection policy, modeled after guidelines included in the *Worksite UV Protection Model Policy*⁴. The PCSO identified guidelines from the Model Policy feasible to implement for the project, including evidence-based strategies that support the policy. Strategies identified were designed to create policy, system, and environment changes and provide opportunities not already offered to employees related to UV protection.

Training and Education

Training and education was provided to the PCSO Worksite Wellness Committee and targeted staff to inform the implementation of the project. The SD DOH also developed a PowerPoint presentation to educate law enforcement staff impacted by the policy on sun safety practices, employee role modeling, and specifics of the PCSO Worksite UV Protection Policy. The PowerPoint slides were integrated within an existing training platform utilized by the PCSO, so staff could easily complete the self-paced training.

South Dakota Comprehensive Cancer Control Program

The South Dakota Cancer Control Program (SD CCCP) aims to improve cancer outcomes by connecting individuals and statewide organizations working in cancer control through the SD Cancer Coalition. The SD CCCP develops the state cancer plan¹, which guides priority efforts in cancer control statewide. Funding opportunities released annually support activities of the state cancer plan in the areas of cancer prevention, early detection, and cancer survivorship. Individuals and organizations interested in making a difference in cancer prevention and control are encouraged to join the SD Cancer Coalition:
www.cancersd.com/join-us.

Technical Assistance and Resources

SD DOH staff conducted monthly conference calls and provided support via email to the PCSO to help guide development and implementation of the project plan and policy. SD DOH staff helped ensure progress with implementation of the project plan and addressed strategies for success and barriers to implementation. Educational resources were also made available to support the project.

PROJECT EVALUATION

Evaluation measures were established to assess the effectiveness of the worksite UV protection policy project to reduce the burden of skin cancer in outdoor workers and answer the following questions:

- *What are the worksite's current sun safety policy, practices, and environment?*
- *Did the worksite adopt a worksite UV protection policy?*
- *Does the worksite encourage or require UV protection practices or environmental changes?*

Policy Adoption

The PCSO Wellness Committee developed and adopted a worksite UV protection policy. A worksite UV protection policy had not been in place prior to the project. The policy encouraged adoption of the following sun safety guidelines: wear sunglasses that protect from 100 percent of UVA & UVB spectrum, carry and use sunscreen and lip balm with a minimum of SPF 15, employee adherence to the Worksite UV Protection Policy guidelines, provide permanent or temporary shade structures for off-site jobs whenever feasible, and annual evaluation and revision of sun safety programs, policies, and procedures. The guideline requiring employees to report sun related injuries was in place prior to this project and was continued in the newly adopted policy. The guidelines included in their policy were selected for their ability to implement and enforce with staff in the program.

Project Plan and Intervention Activities

The worksite identified and implemented activities to support the adoption of their worksite UV protection policy guidelines as part of the project plan. Activities implemented included use of temporary shade, provision of sunscreen, role modeling of sun safety practices by supervisors, development of a worksite sun safety training policy guidelines and worksite specific training content, recognition of sun safety practices through newsletter articles, and teaching employees about sun safety and policies through instruction, as well as signage posted throughout their building, to increase awareness about recommended sun safety practices.

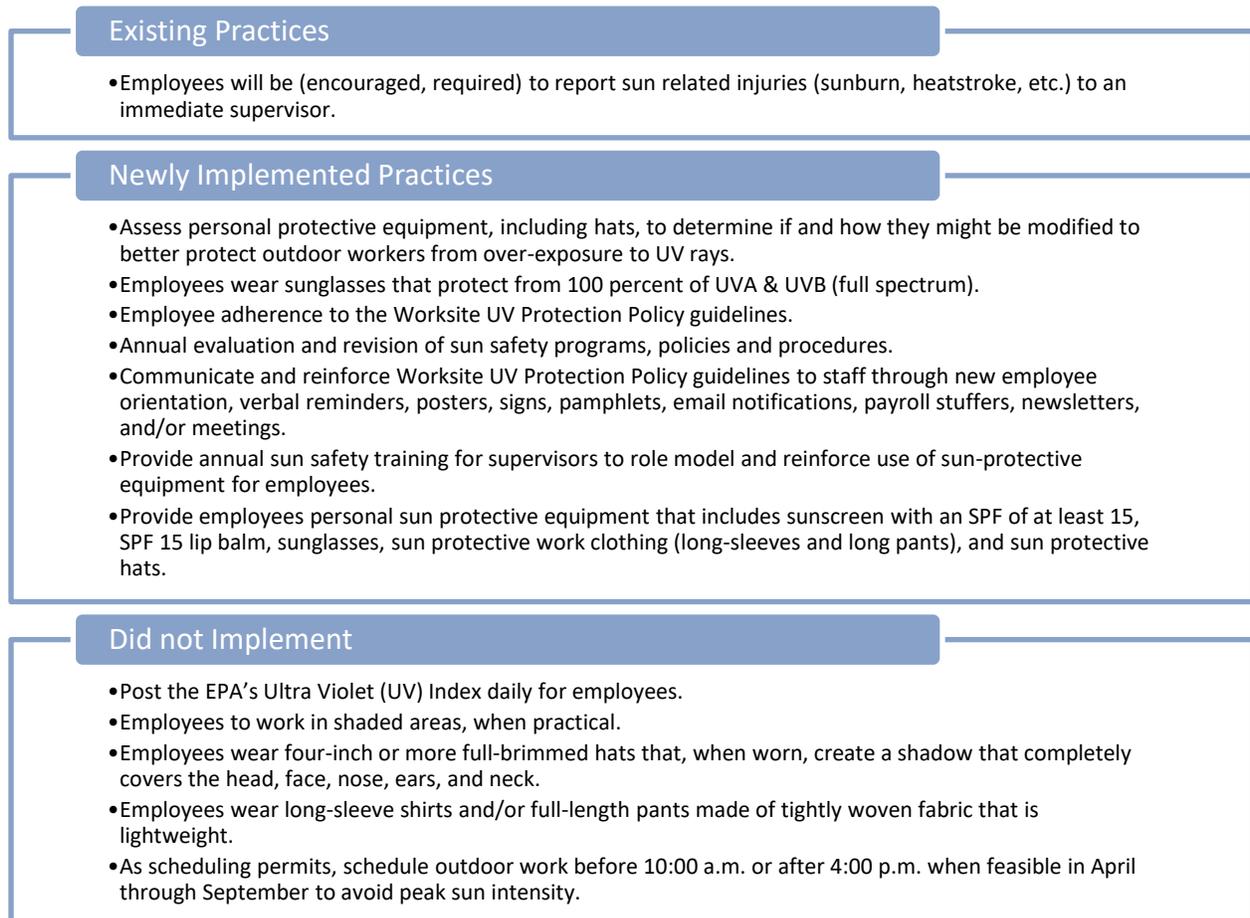
Project Outcomes

Outcomes reported by the PCSO Wellness Committee included employee education, provision of employee sun protective equipment, and assessment of employee protective equipment. Successes indicated as a result of the project included a higher number of employees using sunscreen prior to beginning their shifts and no reported sun related injuries. The PCSO also tracked the sunscreen use and requests by sheriff's deputies who worked at the Sturgis Motorcycle Rally and the Central States Fair. Overall, the employees were receptive to changes made regarding the implementation of the worksite UV protection policy and continue to request sunscreen. The PCSO used the sun safety education developed by SD DOH for training staff, as well as included skin cancer screening for employees as an additional project component. The PCSO Wellness Committee plans to continue to provide sun safety training via the Relias training program.

The PCSO Worksite Wellness Program Coordinator completed a survey prior to the implementation of the project, as well as upon completion of the project. The survey assessed the program for the existence of a UV protection policy, implementation of policy changes as part of the project,

implementation of UV protection practices, and UV protection practices or environmental changes that are encouraged or required. Survey findings identified that the PCSO did not have a worksite UV protection policy in place prior to the implementation of the project. As a result of the project, the PCSO implemented ten UV practices or environmental changes that were not previously existing (Figure 1).

Figure 1: UV Protection Practices



CONCLUSIONS

The worksite UV protection policy project successfully supported the PCOS to promote a sun safe worksite through the implementation of policy, system, and environmental approaches. Strategies implemented to support the adoption of a worksite UV protection policy showed improvements in uptake of sun protective equipment and certain sun safety practices, as well as the adoption of guidelines that were not previously formally encourage or required. Development and adoption of a worksite UV protection policy applies to worksites who have employees that work outdoors.

¹ Klein Buendel. *Sun Safe Colorado at Work*. Retrieved from <http://work.sunsafecolorado.org/>

² Klein Bentel. *Sun-Safe Worksite Guide*. Retrieved from <http://sdhw.info/pdfs/WorksiteGuide02.pdf>

³ Centers for Disease Control and Prevention. *Steps to Wellness: A Guide to Implementing the 2008 Physical Activity Guidelines for Americans in the Workplace*. Atlanta: U.S. Department of Health and Human Services; 2012.

⁴ South Dakota Department of Health, *Worksite UV Protection Model Policy*. Retrieved from <http://goodandhealthysd.org/workplaces/policies/>