

**The University of Alabama  
at Birmingham**

**VEHICLE SAFETY MANAGEMENT PROGRAM**

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## TABLE OF CONTENTS

	Page
LIST OF APPENDICES .....	vi
Summary of Driver and Department/Unit Primary Responsibilities.....	vii
Section	
1. General	
1.1. Purpose.....	1
1.2. Mission Statement.....	1
1.3. Applicability .....	1
1.4. Definitions.....	1
1.4.1. Accident .....	1
1.4.2. Commercial Driver’s License (CDL).....	2
1.4.3. Commercial Vehicle .....	2
1.4.4. Defensive Driving Course.....	2
1.4.5. Incidental Driver .....	2
1.4.6. Routine Driver .....	2
1.4.7. Routinely or Routine Basis .....	2
1.4.8. Student .....	2
1.4.9. UAB Business .....	2
1.4.10. UAB Employee.....	2
1.4.11. UAB Vehicle.....	3
1.5. Functional Responsibilities .....	3

1.5.1. Any Driver of Any Vehicle on UAB Business .....	3
1.5.2. All UAB Departments and Units.....	4
1.5.3. UAB Automotive Services .....	5
1.5.4. Environmental Health and Safety.....	6
1.5.5. Risk Management and Insurance .....	6
1.5.6. UAB Police and Public Safety .....	7
1.5.7. UAB Transportation.....	7
1.5.8 Animal Resources Program.....	7
1.5.9. Human Resource Management .....	7
1.5.10. University Safety Committee .....	8

## 2. Qualification Standards

2.1. Driver Qualification Standards.....	9
2.1.1. Routine Driver Requirements.....	9
2.1.2. Incidental Driver Requirements .....	9
2.1.3. Additional Requirements for Twelve- and Fifteen-passenger Van Operators .....	10
2.2. Motor Vehicle Record Review .....	10
2.2.1. Review Standards.....	10
2.2.2. Analysis of MVR Report.....	11
2.2.3. MVR Appeal Process .....	11
2.2.4. Hiring and Disciplinary Procedures .....	11

### 3. Vehicle Operation and Use

3.1. Use of UAB Vehicles .....	14
3.1.1. Driver Supervision .....	14
3.1.2. Restrictions.....	14
3.1.3. Twelve- and Fifteen-passenger Van Restrictions.....	14
3.1.4 Towing Trailers .....	15
3.2. Use of Personal Vehicles on UAB Business .....	15
3.3. Operation of UAB Vehicles and Personal Vehicles On UAB Business .....	15
3.3.1. General Driver Responsibilities .....	15
3.3.2. Specific Driver Responsibilities .....	15
3.4. Vehicle Accident Reporting Procedures .....	18
3.4.1. Application.....	18
3.4.2. Procedures .....	18
3.5. Vehicle Maintenance Standards .....	20
3.5.1. Applicability.....	20
3.5.2. Maintenance Frequency and Standards.....	20

### 4. Administration

4.1. UAB Vehicle Insurance.....	21
4.1.1. Applicability.....	21
4.1.2. Protection .....	21
4.1.3. Restriction .....	21

4.1.4. Geographic Area .....	21
4.1.5. Insurance Certificate .....	21
4.2. Annual Review of Vehicle Safety Management Program .....	21
4.2.1. Risk Management and Insurance .....	21
4.2.2. Environmental Health and Safety .....	22
4.2.3. UAB Automotive Services .....	22
4.2.4. University Safety Committee .....	22
4.3. Acquisition and Disposition of Vehicles .....	22
4.3.1. Vehicle Acquisition .....	22
4.3.2. Purchase of Used Vehicles .....	22
4.3.3. Donated Vehicles .....	22
4.3.4. Receipt of Newly Acquired Vehicles .....	22
4.3.5. Internal Transfer of Vehicles .....	22
4.3.6. Disposition of Vehicles .....	23
4.4. Operating Guidelines for Low-Speed Vehicles .....	24

## LIST OF APPENDICES

Appendix	Page
A. Semi Annual Vehicle Inspection Checklist .....	27
B. Motor Vehicle Record (MVR) Request and Release .....	29
C. Sample Program Review Checklist .....	31
D. UAB Vehicle Accident Report.....	33
E. MVR Guidelines (MVR Criteria) .....	35

## Summary of Driver and Department/Unit

### Primary Responsibilities

## WHAT IS EXPECTED OF YOU?

This is a summary of the primary responsibilities of drivers and departments/units under the Vehicle Safety Management Program: *This is only a summary. Refer to the program manual for detailed information regarding driver and department/unit responsibilities.*

### ***Drivers Must:*** (Reference Sections 1.5.1 and 3.3.2)

1. Maintain a valid driver's license, issued in the United States, and report any changes in the status of the license to his/her supervisor (convictions, restrictions, suspensions, revocations).
2. Operate vehicles safely and as outlined in this Vehicle Safety Management Program and report any conditions (medical or otherwise) that affect his or her ability to do so.
3. Perform visual inspection for any obvious defect on vehicle.
4. Report all accidents occurring on campus, regardless of the existence or extent of damage, to the UAB Police and Public Safety Department (accident with injuries, call "911" or for other accidents, call 205-934-3535) and to UAB Risk Management (205- 934-5382). Complete an internal UAB accident report (see appendix D or the Office of Risk Management website at <http://riskmgt.hs.uab.edu>). Accidents occurring off campus should be reported to the appropriate law enforcement agency.

### ***Departments/Units Must (relating to any vehicle operated on behalf of that department/unit and/or assigned to that department/unit):*** (Reference Sections 1.5.2)

1. Ensure proper use, storage, and maintenance of UAB vehicles.
  - Use for UAB business only.
  - As prescribed by the Vehicle Safety Management Program.
2. Ensure completion of a semiannual inspection of each assigned vehicle in accordance with Appendix A.
3. Ensure drivers are qualified as follows:
  - Acceptable Motor Vehicle Record (MVR) (must be conducted for anyone driving a UAB vehicle, any employee driving a personal vehicle for UAB business on a routine basis, and any student of volunteer driving on UAB business regardless of vehicle and driving frequency).
  - Valid driver's license, issued in the United States.
  - Successful completion of Defensive Driving Course ("routine" drivers only).  
(Exception is the UAB Police and Public Safety Department)
  - Successful completion of vehicle-specific training, if required. (For example, twelve & fifteen-passenger van training)
  - Trained to operate the specific type of vehicle being driven.
  - Familiar with Vehicle Safety Management Program.
4. Indicate on Position Authorization/Compensation Request Forms for positions involving routine operation of a vehicle that the position is a "Routine Driver", or indicate in the Required Licenses, Certification, or Registrations section that a valid U.S. driver's license (appropriate to the vehicle being driven) and acceptable MVR are required as a condition of hire and of continued employment.
5. Respond to notices from Automotive Services regarding periodic maintenance and ensure that maintenance is performed.

# Section 1

## General

### 1.1. Purpose.

This policies and procedures manual, which is known as the Vehicle Safety Management Program, has been developed to promote a proactive approach to safe driving practices and to combine the various vehicle safety practices and procedures into a comprehensive standard with the goals of ensuring the safety of UAB employees, students, and the general public and reducing the number of vehicle accidents. UAB general policy is to require the use of UAB vehicles for UAB business; however, it is understood that some jobs may require the use of a personal vehicle to execute essential functions. This Vehicle Safety Management Program also applies to persons using a personal vehicle on UAB business.

### 1.2. Mission Statement.

The University of Alabama at Birmingham will maintain a Vehicle Safety Management Program to ensure employee and public safety. The program will include qualification, training and supervision of drivers and employees; establishment of safe practices and rules; planned inspections and maintenance of vehicles; and reporting, investigation and review of accidents. The cooperation of all employees is required. Only through cooperative efforts can a safety management program be effective.

### 1.3. Applicability.

These policies and procedures apply to all UAB departments/units, except where noted, and to any person using any vehicle, including a personal vehicle, on UAB business. Departments/Units using UAB vehicles and current employees, students, and volunteers operating any vehicle, including personal vehicles, on UAB business ***must be in compliance with these policies and procedures within 90 days of original issuance of this manual and within 90 days of issuance of any revision.***

### 1.4. Definitions.

1. **Accident.** An occurrence involving a UAB vehicle (or a personal vehicle being used on UAB business) which results in bodily injury or property damage of any kind, regardless of the extent.

2. **Commercial Driver's License (CDL).** A license required of any operator of a commercial vehicle.
3. **Commercial Vehicle.** A UAB vehicle which meets one or more of the following criteria as set forth by the US Department of Transportation:
  - a. Any combination of vehicles with a gross combined weight rating (GCWR) of 26,001 or more lbs., provided the gross vehicle weight rating (GVWR) of the vehicle(s) being towed is in excess of 10,000 lbs.
  - b. Any single vehicle with a GVWR of 26,001 or more lbs., or any such vehicle towing a vehicle not in excess of 10,000 lbs. GVWR.
  - c. Any single vehicle, or combination of vehicles that either is designated to transport 16 or more passengers including the driver or is placarded for hazardous materials.
4. **Defensive Driving Course.** Certified UAB Defensive Driving Course conducted by the Environmental Health and Safety Department of UAB. This course is offered on-line and incorporates van training as part of the curriculum
5. **Incidental Driver.** Any UAB employee (or employee of an affiliated entity), student, or volunteer who is not required to operate a UAB vehicle as part of his or her work or activities for UAB but who may, on occasion, operate a UAB vehicle or his or her personal vehicle on UAB business.
6. **Routine Driver.** Anyone whose employment requires the reasonable expectation that they will drive a personal or State vehicle for UAB business on a daily, weekly or other routine basis.
7. **Student.** Any individual currently enrolled at UAB. When performing duties required as part of their UAB employment, students are considered employees for the purposes of this program and its policies and procedures.
8. **UAB Business.** Activities that are performed on behalf of UAB and/or in the course and scope of employment at UAB. This includes, but is not limited to, UAB-sponsored student activities.
9. **UAB Employee.** Any individual currently classified as an employee by Human Resource Management under any of the Status Codes described in the *You and UAB Handbook for Faculty and Staff*.
10. **UAB Vehicle.** A motor vehicle owned, leased, or rented by UAB by which persons or property can be transported. This does not include vehicles not

licensed for use on public roads. Unless otherwise specified, the term “vehicle” refers to a UAB vehicle.

## 1.5. Functional Responsibilities.

### 1. Any Driver of Any Vehicle Used on UAB Business.

- a. Maintain a valid driver’s license, issued in the United States, appropriate for the vehicle being driven and report immediately to his or her supervisor any incident or accident.
- b. Operate vehicles safely and in a manner consistent with proper defensive driving practices, traffic laws, and the guidelines set forth in this program.
- c. A **routine driver** must successfully complete the **Defensive Driving Course** at the required frequency, or at the direction of the department/unit.
- d. Report immediately to his or her supervisor any medical condition that may affect ability to operate vehicle safely.
- f. Perform a semiannual inspection of UAB vehicles in accordance with the checklist at Appendix A if that function is assigned by the department/unit.
- g. Perform a visual check of the vehicle before operating the vehicle. If a problem is detected, report it immediately to Automotive Services. Sign and date the vehicle log that is in the vehicle (if your department/unit uses a log).
- h. Comply with other driver responsibilities specified in Sections 3.1, 3.2, and 3.3 of this manual.

**2. All UAB Departments and Units (relating to vehicles operated on behalf of the department/unit and/or assigned to the department/unit).**

- a. Ensure that UAB vehicles are operated as prescribed by the Vehicle Safety Management Program.
- b. Store UAB vehicles in a secure area when not in use.
- c. Send UAB vehicles to UAB Automotive Services for periodic maintenance inspections and services as required.
- d. All vehicle maintenance is expected to be coordinated by UAB Automotive Services for UAB owned vehicles. On rare occasion where an external entity performs needed/ emergency maintenance, records of all work done on vehicle are to be forwarded as soon as reasonably possible to UAB Automotive Services. All rented or personal vehicles should be maintained by the owner. Refer to the contract agreement for maintenance of leased vehicles.
- e. Ensure that no one under the age of 21 operates any vehicle on UAB business.
- f. On an annual basis, verify that all drivers:
  - (1) Have an acceptable Motor Vehicle Record (see Appendix B, Motor Vehicle Record [MVR] Request and Release). The only exception to this requirement is an employee operating a personal vehicle on UAB business on an incidental basis.
  - (2) Have a valid driver's license, issued in the United States, appropriate to the vehicle being driven, including a commercial driver's license, if required.
  - (3) Have, if identified as a routine driver, successfully completed the Defensive Driving Course within the last two years and are aware of the date of next required attendance. Exception UAB Police and Public Safety.
- g. Require a supervisor to review this Vehicle Safety Management Program with each new employee, student, or volunteer before authorizing that person to operate any vehicle on UAB business. Supervisors are encouraged to use a checklist as a guide, such as the sample at Appendix C.
- h. **Take disciplinary action with drivers who fail to comply with the UAB Vehicle Safety Management Program.**

- i. Ensure that any new **routine driver** completes the on-line Defensive Driving Course within 30 days of hire and renews the training every two years.
- j. Offer additional training as required to ensure the safe operation of vehicles with which the driver is not familiar, such as large vans or specially equipped vehicles.
- k. Ensure the safe operation of vehicles during adverse weather conditions by ensuring that ancillary or safety equipment designed for a particular vehicle is provided. Windows and mirrors must be scraped and/or defrosted before vehicle can be moved.
- l. Ensure that drivers report accidents involving UAB vehicles, from accident scene if possible, to UAB Police and Public Safety at 934-3535 and Risk Management at 934-5382.
- m. Following an accident, ensure that the driver has completed and submitted the internal UAB accident report to the Office of Risk Management and Insurance.
- n. Ensure that a driver is assigned to perform, at a minimum, the following vehicle safety checks prior to use and ensure that any defect that would prevent the safe operation of the vehicle is corrected immediately or that the vehicle is put “out of service” until the defect is corrected:
  - (1) Check for tire problems and evidence of leaks under and around vehicle.
  - (2) Inspect vehicle body for damage not previously reported.
- o. Ensure completion of semiannual vehicle inspection of each assigned vehicle in accordance with Appendix A.
- p. Indicate on Position Authorization/Compensation Request Forms for positions involving routine operation of a UAB vehicle that the position is a “routine driver” (someone whose primary function involves driving on UAB business) and that a valid driver’s license and acceptable MVR are required as a condition of hire and continued employment.

### **3. UAB Automotive Services.**

- a. Remove from service until repaired any UAB vehicles not in compliance with UAB safety standards and provide notification of this action to the department/unit head and Office of Risk Management and Insurance.
- b. Make repairs and assure that repairs made by vendors are in accordance with UAB vehicle safety standards.
- c. Ensure that an accurate vehicle maintenance record is retained for all UAB vehicles. This is separate from the vehicle log that is kept in the vehicle.
- d. Process newly acquired vehicles, ensuring that those vehicles are properly documented, are licensed, and are following UAB vehicle safety standards.
- e. Coordinate repairs to, or disposition of, UAB vehicles involved in accidents.

#### **4. Environmental Health and Safety.**

- a. Provide and coordinate all driver education programs for:
  - New Employee (Defensive Driving On-line Course)
  - Re-Certification (Defensive Driving On-line Course required every two years)
- b. Maintain records of drivers who successfully complete the required safety courses and notify departments/units when specific employees require re-certification.
- c. Provide hazardous materials transport for materials where it is prohibitive from both a regulatory or legal position for individuals to transport.

#### **5. Risk Management and Insurance.**

- a. Process all claim matters arising out of accidents involving UAB vehicles and maintain related records.
- b. If required, complete the SR 31 form and submit the completed form to the State of Alabama Department of Public Safety.
- c. Maintain records of accidents (including date, vehicle involved, department/unit to which vehicle is assigned, etc.), vehicle claims and related costs.

- d. Provide vehicle claim summary data to Environmental Health and Safety on a quarterly basis and accident data to the University Safety Committee on a quarterly basis.
- e. Monitor accident activity and advise department/unit when an employee has been involved in an excessive number of accidents.
- f. Respond to inquiries regarding driver eligibility. (See Section 2.1, Driver Qualification Standards).
- g. Take action to recover costs to UAB arising from vehicle accidents.
- h. Process Motor Vehicle Record (MVR) requests.

**6. UAB Police and Public Safety.**

- a. Investigate all reported on-campus accidents involving UAB vehicles and prepare reports. Accidents involving UAB Police and Public Safety vehicles are handled by the local law enforcement jurisdiction.
- b. Expeditiously notify Risk Management and Insurance of accidents involving UAB vehicles.
- c. Forward to Risk Management and Insurance, in a timely manner, a copy of all police accident reports involving UAB vehicles.

**7. UAB Transportation.**

- a. Enforce UAB Transportation policies and procedures as related to Parking.
- b. Maintain parking facilities and assign service vehicle spaces.

**8. Animal Resources Program.**

- a. Serve as sole provider of transportation for animals used in research.
- b. Advise the Office of Risk Management and Insurance of any safety issues arising out of the transportation of animals.

**9. Human Resource Management.**

- a. Screen prospective regular drivers for qualifications required by the Vehicle Safety Management Program.
- b. Obtain authorization from job applicants for release of Motor Vehicle Records (MVRs).
- c. Request an MVR analysis from Risk Management and Insurance for every prospective regular driver. Withhold offer of employment or process contingent offer of employment until HRM is notified that MVR is acceptable. Send notice to those prospective employees whose contingent offer of employment is withdrawn based on unacceptable MVR. New employees must not be allowed to drive UAB vehicles or to drive any vehicles on UAB business until their MVR has been reviewed and is determined to be acceptable.

## **UAB Childcare**

### **11. University Safety Committee.**

Ongoing management of the Vehicle Safety Management Program. The Vehicle Safety Management subcommittee will meet yearly in June/July to evaluate program. The subcommittee will present any changes to the University Safety Committee during the August meeting. Any changes will go into to effect no later than October 1.

## Section 2

### Qualification Standards

#### 2.1. Driver Qualification Standards.

##### 1. Routine Driver Requirements. All routine drivers must:

- a. Possess a valid driver's license, issued in the United States, and certifications applicable to the vehicle(s) being driven (see Commercial Driver's License, Section 1.4.2, and Commercial Vehicle, Section 1.4.3).
- b. Be at least 21 years of age and have at least three years of driving experience.
- c. Maintain an acceptable Motor Vehicle Record (MVR) (see Section 2.2).
- d. Successfully complete the on-line Defensive Driving Course within 30 days of employment and at least once every two years thereafter (Exception UAB Police and Public Safety Officer).
- e. Be sufficiently familiar with the vehicle being driven to perform routine vehicle safety checks.
- f. If employed in a position that requires a Commercial Driver's License, pass a physical examination if required for licensure.

##### 2. Incidental Driver Requirements. Incidental drivers must:

- a. Be in possession of a valid driver's license, issued in the United States, applicable to the vehicle(s) being driven.
- b. Be at least 21 years of age and have at least three years of driving experience.
- c. Maintain an acceptable Motor Vehicle Record (MVR) (see Section 2.2). The only exception to this requirement for incidental drivers is an employee operating a personal vehicle for UAB business on an incidental basis.

##### 3. Requirements for Twelve- and Fifteen-passenger Van Operators

These requirements are in addition of all other driver requirements.

- a. No student can operate a twelve- or fifteen-passenger van on UAB business.
- b. The current on-line defensive driving course meets the required training to operate a van. Beyond this requirement are age restrictions which must be met according to risk management guidelines.
- c. Only UAB employees with proper certification, training, and qualifications may drive a twelve- or fifteen-passenger van on UAB business.

## 2.2. Motor Vehicle Record Review.

### 1. Review Standards.

- a. **Authorization.** As a condition for approval to drive a UAB vehicle or any vehicle on UAB business, an individual must authorize UAB to review his or her Motor Vehicle Record (MVR) whenever necessary. This authorization requirement applies to employees, prospective employees, students, and volunteers.
- b. **MVR Requests.** MVR analysis requests should be sent to the UAB Office of Risk Management and Insurance on the appropriate form (Appendix B). If the potential driver is not an employee, the prospect must complete the bottom portion of the form. It is not necessary to obtain a release from employees because all UAB employees sign an MVR release upon application for employment at UAB.
- c. **Prospective Employees.** A department/unit completing a Position Authorization/Compensation Request Form for a position that involves routine operation of a UAB vehicle will note on that request form that a valid driver's license is a condition of hire and of continued employment. Human Resource Management will request an MVR analysis from the Office of Risk Management and Insurance for every prospective routine driver.
- d. **Current Employees.** Every routine driver will have his or her MVR reviewed annually. Every incidental driver operating a UAB vehicle on UAB business will have his or her MVR reviewed prior to operating the vehicle, unless an acceptable MVR report less than twelve (12) months old is on file with the Office of Risk Management. The employee's supervisor should request the MVR analysis from the Office of Risk Management and Insurance on the form provided at Appendix B.

- e. **Students and Volunteers.** An acceptable MVR report must be obtained prior to allowing any student or volunteer to operate a UAB vehicle or a personal vehicle on UAB business. If an acceptable MVR

report, less than twelve months old, is already on file with the Office of Risk Management and Insurance, it will not be necessary to request a new report.

- f. **After a Vehicle Accident.** The Office of Risk Management and Insurance will obtain an MVR analysis on any driver involved in an accident while driving a UAB vehicle if major property damage or bodily injury is involved. The Office of Risk Management and Insurance may require that the employee successfully complete the Defensive Driving Course.

## 2. Analysis of MVR Report.

The MVR report will be analyzed by UAB using criteria provided in Exhibit E. A report will be made by Risk Management to the department/unit representative requesting the MVR analysis. If the report indicates that the record is acceptable, no further action is required for the next twelve months unless the employee reports circumstances as noted in Section 1.5.1.

## 3. MVR Appeal Process

An employee whose MVR is determined to be “unacceptable” may file an appeal to the Office of Risk Management and Insurance. Instructions for filing an appeal will be included with each letter advising of unacceptable MVR determination.

## 4. Hiring and Disciplinary Procedures.

(Departments/Units may institute more severe disciplinary measures consistent with the *You and UAB Handbook for Faculty and Staff*.)

- a. **Prospective Employees.** A prospective routine driver must have an acceptable driving record before an offer of employment may be extended. If a contingent offer of employment is made, new employees must not be allowed to drive UAB vehicles or to drive any vehicle on UAB business until their MVR has been reviewed and is determined to be acceptable.
- b. **Current Employees.**  
If, upon annual review, an MVR report indicates an:

- (1) Acceptable MVR Determination

The Office of Risk Management and Insurance will notify the department/unit that the employee is acceptable to drive on UAB business. No other action is required.

(2) Unacceptable MVR determination that an individual does not meet underwriting guidelines.

(a) The department/unit will be notified by the Office of Risk Management and Insurance and driving privileges must be immediately suspended. In addition, one of the following actions may be implemented:

(i) After a minimum of six months, the employee may make a written request to the Office of Risk Management and Insurance for reinstatement of driving privileges. This should be done through the employee's supervisor or other designee.

**-OR-**

(ii) The employee may, within 60 days, appeal the MVR determination to the Office of Risk Management and Insurance.

(b) Unsuccessful Appeal

The department/unit will be notified by the Office of Risk Management and Insurance and the driving privileges must be immediately suspended for a minimum of six months. After six months, the employee may make a written request through the employee's supervisor or other designee to the Office of Risk Management and Insurance for reinstatement of driving privileges.

(c) Successful Appeal

The department/unit will be notified by the Office of Risk Management and Insurance that the employee's appeal has been accepted and the unacceptable determination reversed. The department/unit will also be notified of any re-training requirements or driving restrictions employed as a condition of the determination reversal. The employee's MVR will be reviewed again in six months.

(d) Any suspension of driving privileges may result in discharge of the affected employee if staffing requirements allow.

**c. Students and Volunteers.**

A student or volunteer with an unacceptable determination following MVR review must not be allowed to drive any vehicle on UAB business. There is no appeal process for students or volunteers.

## Section 3

### Vehicle Operation and Use

#### 3.1. Use of UAB Vehicles.

1. **Driver Supervision.** Departments/Units are responsible for ensuring that UAB vehicles are operated only by qualified drivers as defined in Section 2.1.
2. **Restrictions.** The following uses of UAB owned, leased or rented vehicles are strictly forbidden (except as indicated in the *You and UAB Handbook for Faculty and Staff*):
  - a. Personal use.
  - b. Transporting family, friends or other passengers who are not on UAB business.
  - c. Transporting students for purposes other than UAB business.
  - d. Transporting items/materials other than on UAB business.
  - e. Transporting animals except for personal assistance (for example, seeing eye dogs) and except as provided elsewhere in this policy.
  - f. Any purpose other than for UAB business, except as indicated in the *You and UAB Handbook for Faculty and Staff*.
  - g. Transporting any hazardous material including, but not limited to, any chemical or regulated biological material, by anyone other than an employee trained and authorized by OH&S for such transport. (uab.edu/OHS)

#### 3. Twelve and Fifteen Passenger Van Restrictions

- a. No 15-passenger vans may be purchased, leased, or rented after FY2016.
- b. All 12 passenger vans purchased, leased, or rented from a car rental agency shall be equipped with stability control (e.g. AdvanceTrac,

Roll Stability Control-RSC, Stabili-Trak, and Electronic Stability Program-ESP), and anti-lock brakes.

- c. When a 12 or 15-passenger van is being operated beyond a twenty-mile radius of campus, the van must not be used to transport more than ten passengers.
- d. When transporting ten or fewer passengers in 15-passenger vans, there should be no passengers occupying the rear seat of the vehicle. Seat belts are required for each person in the vehicle.
- e. All cargo must be stored securely under the seats, on the rear seat, or in the rear luggage area. Distribute cargo weight evenly throughout the vehicle, if possible.

- 4. **Towing Trailers.** Whenever possible, avoid towing trailers behind fully loaded vehicles. A separate vehicle should be used for towing if possible.

### 3.2. Use of Personal Vehicles on UAB Business.

UAB employees, students, and volunteers use their personal vehicles on UAB business at their own option and at their own risk. UAB does not provide primary insurance for individuals when they are using their personal vehicles. Typically, an individual may not be required to use his or her own personal vehicle for UAB business. Some jobs at UAB, however, may require the use of a vehicle to execute one or more of the essential functions of the job. To the extent practicable, a vehicle should be provided by the department/unit, or alternate means of transportation should be arranged. (See also Section 8.4 “Use of Employee’s Personal Vehicle for UAB Business” in the *You and UAB Handbook for Faculty and Staff*.)

### 3.3. Operation of UAB Vehicles and Personal Vehicles on UAB Business.

- 1. **General Driver Responsibilities.** It is the responsibility of all drivers to operate vehicles in a safe manner and to conform to all applicable laws and regulations.
- 2. **Specific Driver Responsibilities.**
  - a. Compliance with Traffic Laws – Drivers must comply with all traffic laws, including but not limited to laws regarding the use of cellular telephones and other electronic devices, traffic warning signs, speed limits, road markings, traffic control devices, railroad

crossing signals, parking regulations, warning signals, pedestrian crossings, and school bus stop requirements.

- b. Distracted Driving—a driver must not engage in any activity that would distract from the safe operation of the vehicle. This includes controlling the actions and activities of passengers to prevent distractions and to have the necessary focus on the safe operation of a vehicle. A driver must not wear a head-set for audio equipment while operating a vehicle and a driver should avoid eating, reading, operating any electronic device or adjusting audio equipment while the vehicle is in motion or listening to audio equipment above a minimum volume that would prevent the driver from hearing normal traffic . The driver should rely on a passenger to make calls or pull off the road to a safe location to make a call. If cellular telephone use is necessary (911 emergency), the use of a hands-free device is acceptable.
- c. Use mechanical and/or hand signals at appropriate times to inform others of the driver’s intentions.
- d. **Adhere to the UAB Transportation Parking and Traffic Regulations ([uab.edu/parking/policy](http://uab.edu/parking/policy))** when parking a vehicle anywhere on campus. Vehicles may park in any legal parking space appropriate for the vehicle. For example, vehicles may not park at yellow markings, in fire lanes, in reserved spaces, in handicapped spaces, or on landscaping or sidewalks.
- e. Use traffic cones and/or signs and/or emergency flashing lights if the vehicle must be parked in a travel lane to perform a special duty. Any cones and signs must be placed at a sufficient distance from the vehicle to warn oncoming traffic and to provide a smooth traffic flow around, and beyond, the vehicle.
- f. Ensure the safe transport of materials and goods by doing all of the following:
  - (1) Securely fastening all loads, regardless of weight or height, to prevent rolling, pitching, shifting or falling. No one must be allowed to physically “steady” the load while the vehicle is in motion.
  - (2) Securely fastening all doors before the vehicle is in motion.

- (3) Securing tailgates in an upright position before the vehicle or trailer is moving except when the load exceeds the length of the bed of the vehicle.
  - (4) Affixing a red flag to the end of any load that extends beyond the end of the vehicle or to loads that extend beyond the width of the vehicle.
  - (5) Using a tarp or other cover to cover loads of loose materials such as sand, gravel, or trash.
  - (6) Using the proper loading docks or areas at each building.
  - (7) Ensuring that any load barriers are secured and will protect the driver and passengers from injury.
- g. Ensure that any persons transporting biological specimens have contacted Environmental Health and Safety regarding proper handling procedures. If there is any question regarding safe transport, contact Environmental Health and Safety at 934-2487.
- h. Ensure the safe transport of passengers by requiring all occupants to be secured with seat belts installed by the manufacturer. The following practices are strictly prohibited with exception to University sponsored parades:
- (1) Allowing any passenger to ride in the bed of the vehicle, or to sit on the tailgate or sides of the vehicle, or allowing passengers to extend their arms or legs beyond the vehicle while it is moving.
  - (2) Allowing any passenger to ride in a trailer while it is being towed.
  - (3) Allowing the number of passengers to exceed the number of seat belts.
  - (4) Allowing any passenger to ride on a chair or other object not affixed to the floor and not having a legal seat belt.
- i. Ensure the safety of bicyclists and pedestrians by yielding to them.
- j. Ensure that any persons transporting animals have approval to do so from the Institutional Animal Care & Use Committee or the

Animal Resources Program. If there is any question regarding proper transport of animal's contact Animal Resources Program at 934-3553.

### 3.4. Vehicle Accident Reporting Procedures.

1. **Application.** These guidelines apply to any accident involving a UAB vehicle or a personal vehicle used for UAB business.
2. **Procedures.**
  - a. Call "911" if anyone is injured and requires immediate medical attention.
  - b. If there is no emergency medical treatment required and the accident occurs on campus, call 934-3535 and report the accident to the UAB Police and Public Safety.
  - c. If the accident occurs off campus, contact the local law enforcement agency.
  - d. If the vehicle involved is a personal vehicle, the driver should contact the local law enforcement agency and then contact the Office of Risk Management and Insurance directly at 934-5382. If outside normal business hours, contact the Risk Manager on call at 934-3411. The driver will need to provide the police case number and a description of the accident. Risk Management and Insurance also must be kept informed by the driver or the driver's insurance provider of the disposition of any claims by other parties that arise out of the accident.
  - e. If the vehicle involved is a UAB vehicle:
    - (1) Contact Risk Management and Insurance (934-5382) and report the accident. The driver will be required to complete a UAB accident report (See Appendix D or visit the Risk Management website at <http://riskmgt.hs.uab.edu>).
    - (2) If appropriate, the Office of Risk Management and Insurance will report the accident to the UAB insurance carrier or claims administrator. The driver will be contacted by a claims adjuster to determine the facts of the accident.

- (3) If it is expected that the insurance carrier of the other driver involved in the accident will be paying for UAB's damages, the Office of Risk Management and Insurance will make contact with the other driver's insurance carrier to begin the claim submission process.
- (4) Automotive Services will arrange for, and coordinate, the repair of damages to UAB vehicles. Invoices for repairs to the UAB vehicle are sent to Risk Management if it is believed that the UAB insurance carrier will be responsible for payment. If it is believed that another carrier or individual will be responsible for reimbursement, the invoices for repairs will be sent directly to the department/unit, and the subsequent reimbursement for repairs, when received, likewise will be forwarded to the department/unit.

### 3.5. Vehicle Maintenance Standards.

**1. Applicability.** All repair and maintenance activities regarding UAB vehicles must be coordinated by UAB Automotive Services.

**2. Maintenance Frequency and Standards.**

- a. All UAB vehicles must receive preventive maintenance inspections, checks, and services annually.
  - (1) Automotive Services will notify the departments/units in advance that the annual service for the vehicle is due.
  - (2) The department/unit must schedule the service to be completed not later than the date specified by calling the Automotive Shop at 934-2174.
  - (3) The department/unit must ensure that the vehicle is delivered to the Automotive Shop as scheduled.
- b. If, during the annual safety inspection, a safety defect is discovered, the department/unit will be contacted by phone. If the department/unit authorizes repairs, the defect will be corrected. Vehicles with uncorrected safety defects will be declared “out of service” until such time as corrections are made. “Out of service” notices will be sent in writing to the department/unit head. Vehicles declared “out of service” for any reason must be repaired within 12 months or the vehicle must be turned in as surplus.
- c. A copy of the vehicle maintenance schedule and safety standards may be obtained by contacting Automotive Services. The standards are not all-encompassing because special equipment on specific vehicles may have other standards that must be considered.

## Section 4

### Administration

#### 4.1. UAB Vehicle Insurance.

1. **Applicability.** UAB vehicle liability program applies to any vehicle owned, leased, or rented by UAB.
2. **Protection.** UAB's vehicle liability program covers claims made by a third party of bodily injury or property damage against UAB arising out of the operation, maintenance or use of a vehicle. Coverage is provided for UAB and the approved driver of the vehicle. UAB maintains physical damage coverage (comprehensive/collision) on some UAB vehicles.
3. **Restriction.** The UAB vehicle liability program does not provide primary coverage for an individual who is operating his or her own vehicle on UAB business. The individual's personal auto policy must provide primary coverage.
4. **Geographic Area.** The territory covered includes the United States, United States Insular Areas (Territories and Possessions), and Canada. There is no coverage in Mexico.
5. **Insurance Certificate.** Requests for a certificate of liability coverage or liability ID cards should be forwarded to the Office of Risk Management and Insurance, phone: 934-5382.

#### 4.2. Annual Review of Vehicle Safety Management Program.

1. **Risk Management and Insurance.** Provide the following information, at a minimum, annually to the Vehicle Safety Management Committee:
  - a. Recommendations for changes to these policies and procedures based on changes in other policies, recommendations from UAB insurance carriers, loss experience, requests from departments/units, or for other reasons.
  - b. A vehicle accident report covering the previous twelve-month period showing the number of accidents, aggregate cost of accidents to UAB and to the insurance carrier, and charts reflecting accidents by cause and by department/unit.

- c. A report on the five-year vehicle accident trends at UAB.
  - d. A report on the number of Motor Vehicle Record reports reviewed in the preceding twelve-month period and results.
  - e. Provide annually to the Vehicle Safety Management Committee a report on the number of drivers who have successfully completed the driving safety courses coordinated by Occupational Health and Safety in the preceding twelve months.
2. **UAB Automotive Services.** Provide vehicle inspection and maintenance activity summary annually to the Vehicle Safety Management Committee.
  3. **University Safety Committee.** Ongoing management of the Vehicle Safety Management Program. VSMC to meet in June to review and update “policy” then to meet in August to present University Safety Committee with any proposed changes to be implemented the following October.

#### 4.3. Acquisition and Disposition of Vehicles.

1. **Vehicle Acquisition.** UAB departments/units interested in acquiring a vehicle must contact Automotive Services at 934-2174 prior to submitting a requisition for purchase or lease or acceptance of a donation or loan.
2. **Purchase of Used Vehicles.** Used vehicles when requested and bid must be brought to UAB Automotive Services for a safety inspection and title examination prior to purchase. The deficiencies noted in the safety inspection must be corrected prior to purchase. The seller or the acquiring department/unit will pay the cost of the inspection and title application and acquisition fees.
3. **Donated Vehicles.** Vehicles proposed for donation must be brought to UAB Automotive Services for a safety inspection and title examination prior to acceptance. The deficiencies noted in the safety inspection must be corrected prior to acceptance. The acquiring department/unit will pay the cost of the inspection and title application and acquisition fees.
4. **Receipt of Newly Acquired Vehicles.** All newly acquired vehicles are to be delivered to UAB Automotive Services.
5. **Internal Transfer of Vehicles.** Departments/Units must notify Automotive Services when an assigned vehicle is transferred to another department/unit.

A contact name and phone number must be provided for the department/unit acquiring the vehicle.

## 6. Disposition of Vehicles.

- a. Departments/units desiring to turn in a vehicle as surplus must contact Automotive Services at 934-2174 and complete the proper surplus documentation. Only after the surplus documentation is complete can a vehicle be left with Automotive Services.
- b. Surplus vehicles are sold by sealed bid auction through UAB Procurement. Automotive Services receives a processing fee for each vehicle with the remaining sale proceeds going to the department/unit to which the vehicle was most recently assigned. Employees of Automotive Services and the department/unit to which the vehicle was assigned are prohibited from bidding.

## 4.4. Operating Guidelines for Low-Speed Vehicles

### Operating Guidelines:

**Special note:** Any department, or individual wanting to purchase an LSV should contact UAB Transportation Services to ensure proper purchasing procedures are adhered to and for guidance regarding special safety requirements. Effective January 1, 2021, seat belts are required on all low-speed vehicles purchased, leased, or borrowed to perform UAB business. It is also encouraged to evaluate existing low-speed vehicles to determine if seatbelts can be added.

**Low Speed Vehicle Definition:** A Low-Speed Vehicle is defined by law as a four- wheeled vehicle whose maximum speed does not exceed 25 miles per hour on a paved level surface. Its total weight of all cargo, fluids, and passengers plus the vehicle itself is limited to 3,000 pounds.

**For use on public roads, all LSV's must meet the National Highway Safety and Traffic Administration (NHSTA) Standard 500 (49CFR Part 571.500), which is applicable to low-speed vehicles (LSV).** The Standard 500 vehicles may also be known as neighborhood electric vehicles or NEV. The Standard 500 requires the LSV be equipped with certain features including, but not limited to:

- Headlights (2)
- Individuals who operate LSV's on the roadway must be at least 21 years of age
- Must have a licensed tag
- Front/rear turn signals
- Rear stoplights/ tail lamps
- Reflectors/reflective tape - 360degree visibility
- Mirrors - rear view driver side and either a passenger side rear view or interior rear view
- Parking Brake
- Windshield - DOT AS-1 or AS-4 identification
- Vehicle Identification Number – 17 Digit

- Seat Belts – Either Type 1 (lap belt) or Type 2 (lap and shoulder harness)
- Certification Label – To indicate the Gross Vehicle Weight Rating (GVWR) not to exceed 1,361kg. or 3,000 lbs.
- The rear must have a reflective triangle, including trailers attached to a cart.
- A yellow or amber flashing light(s) visible from 360 degrees shall operate while the vehicle is in motion.
- A horn with an activation button/switch within reach of the driver.
- The vehicle must have an ignition/on-off key to allow removal of the key to prevent unauthorized use.
- Parking-brake with adequate strength to hold the cart at least a 15degree angle.
- An audible (at least 80 decibels at 10 feet) back-up alarm when placed in reverse if there is a cargo box or other attachment blocking the driver’s rearward view.
- The operation of Standard 500 LSV’s is limited to public roads with a speed limit of 35 miles per hour or less.

### **LSV Operator Rules**

**Usage Requirements:** Low Speed Vehicles may be used only to conduct university business on roads within and contiguous to the university campus. When selecting a travel route, operators should give consideration to streets with lower vehicular traffic.

LSV’s shall be operated in accordance with the specific rules as follows:

- LSV’s shall not be parked within 20 feet of the entrance or exit of any building, except at loading docks and in designated parking spaces.
- It is encouraged to operate in the vicinity of the building, or series of buildings the departmental LSV is assigned to.
- If needing to operate a great distance away from a centralized location, other travel alternatives (such as taking a departmental motor vehicle if practicable) should be considered.
- All occupants in the vehicle shall keep hands, arms, legs, and feet within the confines of the vehicle while it is in motion.
- Operators shall stop LSV’s at all blind intersections and sound their horns before proceeding.
- Operators should avoid all walkways less than six feet wide. The recommended speed on walkways and congested area is not more than 5 miles per hour. However, the speed should be no faster than pedestrians walking in the same area.
- Special care shall be taken while driving LSV’s through parking lots to observe traffic and vehicles pulling in/out of parking spaces. LSV’s should be operated at speeds of less than 10 miles per hour in parking lots.
- Operators may not wear headphones, use cell phones, or use/operate any other device that may cause a distraction.
- Never exceed the maximum load capacity recommended by the manufacturer, either by number of occupants or the combined weight of the passengers and load.
- Operators shall not use LSV’s registered to other departments unless approval has been granted by the department considered to be the owner of the LSV.
- Operators of vehicles that are not equipped with turn indicators shall use appropriate

hand signals.

- Report all accidents occurring on campus, regardless of the existence or extent of damage, to the UAB Police and Public Safety Department (accident with injuries, call “911” or for other accidents, call 205-934-3535) and to UAB Risk Management (205- 934-5382). Complete an internal UAB accident report (see the Office of Risk Management website at <https://www.uab.edu/riskmanagement/area-2-sidebar>).
- Each operator shall be responsible to provide timely notification of safety and maintenance concerns to the supervisor of the department to which the vehicle is registered.
- LSV’s shall be parked and/or operated in such manner that they do not impede or interfere with normal pedestrian or vehicular traffic flow on roadways, parking lots, ramps, stairs, or sidewalks.
- The LSV batteries should never be used to power other devices or removed for any reason other than to perform maintenance or replacement by a person trained and authorized to perform such work. Never attempt to check or add fluid/electrolyte to a battery.
- All vehicle wheels must always be touching the ground/roadway.
- Must be at-least 18 years of age to operate on UAB campus any LSV not designated as street legal. (Once the LSV becomes street legal and meets requirements, the age changes to 21 for those who wish to operate in the street).
- All LSV operators must submit to a review of their driving history. Any individual whose driving record does not meet underwriting guidelines will be excluded from the approved operator list and must not be allowed to drive a LSV or any other vehicle on university business.
- All LSV operators will be required to take the LSV training course at a frequency of every two years. <http://www.uab.edu/ehs/training/campus-safety/177-golf-utility-cart-operation> [http](http://www.uab.edu/ehs/training/campus-safety/177-golf-utility-cart-operation)

Appendix A

Semi Annual Vehicle Inspection Checklist

**UNIVERSITY OF ALABAMA AT BIRMINGHAM**

**SEMIANNUAL VEHICLE INSPECTION CHECKLIST**

Date: \_\_\_\_\_

Inspected by:

Name: \_\_\_\_\_

Vehicle Fleet # \_\_\_\_\_

Department/Unit: \_\_\_\_\_

Vehicle Tag # \_\_\_\_\_

**Inspection Points**

(Circle appropriate response)

- |  |    |                     |
|--|----|---------------------|
| 1. Lights (head, tail, brake, turn signals, flashers):     | OK | Out                 |
| 2. Horn, wipers, mirrors, and gauges:                      | OK | Needs Repair        |
| 3. Tires (inflation, tread, damage):                       | OK | Requires Inspection |
| 4. Evidence of leaks under or around vehicle:              | No | Yes                 |
| 5. Previously unreported body damage:                      | No | Yes                 |
| 6. Explanation of above or other noted deficiencies: _____ |    |                     |
| _____  |    |                     |
| _____  |    |                     |

Notes:

- 1. Any item circled in second column must be reported to Automotive Services as soon as possible.**
- 2. Checklists will be retained in the department/unit for a period of three years and will be subject to random review by UAB officials.**

Inspected by: \_\_\_\_\_

Version 06/01/2003

Appendix B  
Motor Vehicle Record (MVR) Request and Release

**UNIVERSITY OF ALABAMA AT BIRMINGHAM**

**MOTOR VEHICLE RECORD (MVR) REQUEST AND RELEASE**

**Fax or E-Mail To:** Office of Risk Management and Insurance **Fax:** 205-934-1267  
**E-Mail Address:** kwhitenite@uabmc.edu or **Phone:** 205-934-5382  
 jerwin@uabmc.edu

Full Name of Driver	Driver's License Number	Driver's License State
<i>Include all states in which the driver held a driver's license in the past seven years.</i>		

Driver's Date of Birth*	Driver's Date of Hire	Driver's Blazer ID

*\*Individuals must be at least 21 years of age and have at least 3 years of driving experience in order to drive on UAB business.*

Department	Supervisor	Dept. Phone	Dept. Fax	Dept. Address

The Office of Risk Management and Insurance may not obtain a Motor Vehicle Record report on any person for whom a record release is not on file. The release is part of the UAB employment and transfer package. All students and volunteers must complete the following release.

**MOTOR VEHICLE RECORD (MVR) RELEASE**

I understand that, as a condition of my operating any UAB vehicle or any personal vehicle on UAB business, my Motor Vehicle Record may be requested. This Motor Vehicle Record may be obtained as often as deemed appropriate under the vehicle safety guidelines. This information is used to ensure the safety of employees and the public.

I hereby authorize UAB, its agents and representatives to access and evaluate my Motor Vehicle Record, and I agree to provide whatever information is required in order to facilitate access. I understand that this information may be obtained by an insurance broker or company representing UAB and may include an assessment by them of my insurability.

\_\_\_\_\_  
Print Full Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

*Under terms and restrictions established by the Fair Credit Reporting Act and other legislation, the information being obtained under this release will not be used in violation of any federal or state equal opportunity law or regulation.*

## Appendix C

### Sample Vehicle Safety Program Review Checklist

**SAMPLE PROGRAM REVIEW CHECKLIST**

The following essential sections of this manual should be reviewed with each new driver:

<u>Review Sections</u>	✓
Summary     Driver and Department/Unit Primary Responsibilities.	_____
1.3            Applicability.	_____
1.4            Definitions.	_____
2.1            Driver Qualification Standards.	_____
2.2.          Motor Vehicle Record Review.	_____
3.1            Use of UAB Vehicles.	_____
3.2            Use of Personal Vehicles for UAB Business.	_____
3.3            Operation of UAB Vehicles and Personal Vehicles on UAB Business.	_____
Appendix A   Monthly Vehicle Inspection Checklist.	_____

## Appendix D

### UAB Vehicle Accident Report

**UNIVERSITY OF ALABAMA AT BIRMINGHAM**

**UAB VEHICLE ACCIDENT REPORT**

Driver's Name:			
Position/Title:			
Telephone Numbers (work, home):			
Department/Unit:			
Name of Supervisor:			
Date and Time of Accident:			
Location of Accident:			
Description of UAB Vehicle (make, model, etc.):			
UAB Vehicle Tag Number:			
Police Dept. Responding (UAB, Birmingham, other):			
Police Case Number:			
Is driver aware of anyone injured in the accident?	Yes	No	Who?

Describe the accident in detail (what happened, any contributing factors such as poor weather conditions, impaired visibility, visible damage resulting, etc.):

---



---



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---

Your signature below authorizes Risk Management and Insurance to obtain a copy of your Motor Vehicle Record if required following an accident.

\_\_\_\_\_  
Driver's Signature

\_\_\_\_\_  
Date

Forward completed report to UAB Risk Management and Insurance as soon as possible at Fax 934-1267.

## Appendix E

### MVR Guidelines

## University of Alabama at Birmingham

### Driver Eligibility – Motor Vehicle Record and Commercial Driver’s License Review

Eligibility to drive on University business is a privilege. The Vehicle Safety Management Program and the MVR Review Criteria documents outline age, licensure, training, driving experience and other criteria for eligibility. This document describes motor vehicle record (“MVR”) review requirements and the process for confirmation of Commercial Driver’s License (“CDL”) when applicable. **Even if an MVR review is not required, other eligibility requirements including driver age, driver training, and vehicle specific requirements (i.e. 12 and 15 passenger vans) still apply.**

Department heads, directors, managers and deans are responsible for requesting MVR reviews for employees in their areas of responsibility through the Office of Risk Management. Certain departments, such as University Police, may have a different process and criteria for review. Human Resources is responsible for ensuring that any new hire for a position which requires eligibility to operate a University owned or leased vehicle has undergone a motor vehicle record review.

Department heads, directors, managers, and deans are also responsible for identifying vehicles assigned to their areas which require CDL drivers. The Office of Risk Management should be notified of all drivers requiring a CDL so that the Office of Risk Management can verify that the CDL is in good standing as part of the MVR review process. The department heads, directors, managers and deans are also responsible for insuring that only drivers who hold a valid CDL drive such vehicles. The Director of Automotive Services and the Director of Risk Management can assist in determining the appropriate classification of vehicles.

The following chart describes categories of drivers and the type of vehicle use which require regular MVR review. MVR Review Required indicates that the driver’s MVR should be reviewed prior to driving on University business and regularly thereafter. “Regularly” means not less than every three years, but refer to the Vehicle Safety Management Program for the required frequency.

These guidelines are intended as general guidelines and are always subject to the reasonable discretion of university officials including the Director of Risk Management.

	University Owned or Leased Vehicle		Personal Vehicle	
	Routine Use	Incidental Use	Routine Use	Incidental Use
Employee	MVR Review Required	MVR Review Required	MVR Review Required	MVR Not Required
Student	MVR Review Required	MVR Review Required	MVR Review Required	MVR Required
All Others	MVR Review Required	MVR Review Required	MVR Review Required	MVR Required

**Routine Use:** Drives vehicle on a daily, weekly or other routine basis on University business.

**Incidental Use:** Drives occasionally on University business, for example to attend meetings or conferences. Driving is not a requirement for daily/weekly activities.

Questions regarding these definitions should be addressed to the Director of Risk Management.

## MVR REVIEW CRITERIA

Effective \_\_\_\_\_ (TBD)

The following criteria are used to weigh an individual's eligibility to operate a vehicle under the University safety program. MVR review requirements for various driver categories can be found in the Driver Eligibility – Motor Vehicle Record and Commercial Driver's License Review document.

An individual can be disqualified if the following violations are identified through any MVR, background check vendor, or through other information that becomes known to the risk manager.

**A. Any of the following violations ever:**

1. Vehicular homicide or assault
2. Conviction of a felony involving a motor vehicle

**B. Any of the following violations occurring within five (5) years of the date of review:**

1. DUI/DWI/Refusal to Submit – Driving under the influence of alcohol or drugs
2. Open Container/Chemical Test Failure/possession of a controlled substance
3. Leaving the scene of an accident – hit and run
4. Eluding or attempting to elude a police officer

**C. Any of the following violations occurring within three (3) years of the date of review:**

1. Reckless/Careless Driving
2. Passing a loading or unloading school bus
3. Racing
4. Speeding in excess of 20 MPH over the posted speed limit
5. Driving on a suspended or revoked license
6. Three or more (combined) minor violations or at-fault auto accidents

**D. Two or more minor violations occurring within one (1) year of the date of review:**

**Minor Violations** are defined as any moving violation not specifically listed in any section above including, but not limited to, speeding tickets, at-fault auto accidents, suspensions/revocations, driving distracted or texting while driving.

**E. Other circumstances which, under the discretion of the risk manager, constitute grounds to suspend privileges.**

These guidelines are not intended to serve as an inflexible checklist and will be reasonably interpreted by the risk manager with good judgment and discretion, considering known and relevant circumstances.