

SAFETY BELT USE BY EMPLOYEES

Employee Safe Vehicle Operation On School And Office Campuses

The New Hanover County Board of Education (Board) is committed to maintaining a safe environment for students, employees, parents/guardians and other visitors to our various campuses. Safe operation of vehicles is an important part of this safety focus. Therefore, it is the requirement of the Board that employees and other persons who operate a vehicle on campus abide by the state laws and regulations while operating or riding in a vehicle on school campuses and office complex parking areas.

Safety Belt Use By Employees On And Off Campuses

The state of North Carolina requires seat belts to be used by drivers and all passengers in most types of motor vehicles. To re-enforce and complement this requirement, it is the Policy of the Board that employees and any other person that operates a vehicle obey the state law regarding wearing seat belts.

Employees who violate this Policy shall receive the following sanctions:

- The first time an employee driver or passenger is observed driving on campus unrestrained or has unrestrained passengers in the car, he/she will receive a verbal warning;
- A second violation will result in a written warning. The written warning will require the signature of the employee along with a written statement emphasizing how he/she plans to avoid violating the seat belt infraction on campus in the future;
- A third violation will result in requiring the employee to provide a one-hour safety training to students or employees highlighting the importance of wearing seat belts and driving safely on school campuses and office complex areas; and
- A fourth subsequent violation will result in further disciplinary action up to and including dismissal.

It is the responsibility of the school administrator or department head to administer this Policy at their specific site.

In compliance with federal laws, New Hanover County Schools administers all educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability or gender, except where exemption is appropriate and allowed by law.

LEGAL REF: N.C.G.S. §20-135.2A

CROSS REF: Policy 8532 Safety Belt Use By Students

Adopted: 05/01/06

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