Policy 4.84
Requirements for Employees using University Owned Vehicles

This policy version was not current at the time of printing. Please see http://policies.emory.edu/4.84 for the current version.

Responsible Official: VP for Human Resources
Administering Division/Department: Employee Relations
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Overview

All Emory employees who operate Emory owned or leased vehicles must comply with Emory's policies and all applicable laws for the safe operation of motor vehicles. Employees must be at least 18 years of age, have at least two years of driving experience and possess a valid driver’s license for the class of vehicle to be driven. Providers of leased vehicles may require a higher age limit.

The following are requirements for drivers of Emory owned or leased vehicles:

- Emory will obtain an annual driving record check for all employees who drive Emory vehicles.
- Employees will be required to successfully complete the Emory Defensive Driving Course every three years.
- Employees must apprise management of driving or license violations.
- Hiring departments are responsible for maintaining the driving records of their employees.

Policy Details

EMPLOYMENT PROCESS FOR JOBS INVOLVING OPERATION OF A UNIVERSITY VEHICLE

Applicants must possess a valid driver’s license for the class of vehicle to be driven on the job.

Applicants will be required to sign a form authorizing Emory to check their driving record. Applicants not signing authorization forms will not be considered for jobs involving the operation of an Emory vehicle.

The driving record of an applicant will be checked only if the applicant is the final candidate for the job. Applicant driving record information will be obtained by the Employment Services Department of the Human Resources Division upon initial hiring. The employee's department is responsible for maintaining and updating the employee driving history information on an annual basis.

A department, in consultation with the Employment Services Department, will make hiring decisions based on the applicant’s possession of an appropriate and valid driver’s license and an acceptable driving record.

A driving record may be considered unacceptable if it involves:
1. One or more of the following violations during the previous three-year period:
   - a. reckless driving
   - b. driving while impaired or under the influence of alcohol or drugs
c. homicide by vehicle, negligent homicide or involuntary manslaughter
d. fleeing or attempting to elude police officers
e. driving without a license or while license is suspended or revoked
f. hit and run or failure to stop after an accident
g. major speeding (20 or more MPH over limit)

2. Two or more of the following violations during the previous three-year period:
   a. speeding (less than 20 MPH over limit)
   b. any other moving violation
c. “at-fault” accident
d. failure to have required insurance

3. Three of the following violations during the previous three-year period:
   a. defective equipment
   b. oversize or overweight load
c. operating without required equipment or warnings
d. other equipment violations
e. not “at-fault” accident

CURRENT EMPLOYEES
All current employees whose jobs involve the operation of an Emory vehicle shall be requested to sign a form authorizing a check of their driving record. Employees also will be required to complete the Emory Defensive Driving Course within three months of moving to a position that requires operation of an Emory vehicle.

Failure to sign the required authorization form may cause the employee to lose his or her ability to operate Emory owned or leased vehicles, and a decision will be made regarding the employment status of the employee.

If a driving record check indicates that an employee’s driver’s license has expired, has been suspended or has been revoked, the employee will be removed from driving responsibilities and given 30 days to have his or her license renewed or reinstated through the applicable state agency.

Employees whose licenses are renewed or reinstated during the 30-day period will be returned to driving responsibilities. Employees whose licenses are not renewed or reinstated within 30 days may not be returned to driving responsibilities, and the process indicated in the Employment Status section of this policy will be followed in regards to the employee’s employment situation depending on the circumstances.

If the driving record check indicates violations other than an expired, suspended or revoked driver’s license, the department head or supervisor will review the findings with the employee and, if circumstances warrant, the employee will be allowed to continue driving responsibilities provided he or she has no further driving violations.

Supervisors are strongly advised to document all decisions and counseling sessions with the employee.

In the event the employee has a new driving violation following the review of the driving record check, the procedures indicated in the Denial of Driving Privilege and Remedial Action sections of this policy will be followed, and the information from the driving record check will be considered only where necessitated by the circumstances of the new violation.

Emory employees who drive Emory vehicles are required to report all traffic violations, criminal charges relating to the operation of motor vehicles, and changes in license status to their supervisors immediately.

EMORY DEFENSIVE DRIVING COURSE
The Human Resources Division provides the Emory Defensive Driving Course. The National Safety Council will certify employees who successfully complete the Defensive Driving Course.

Departments are responsible for contacting Human Resources Training and Development to schedule defensive driving training for their new or current employees who drive Emory vehicles.

Employees who do not successfully complete the Defensive Driving Course will be provided an opportunity to repeat the course and successfully complete it. If a passing score is not attained the second time, the employee will be removed from driving responsibilities, and a decision will be made regarding the employment status of the employee.

DENIAL OF DRIVING PRIVILEGES
Driving privileges to operate an Emory owned or leased vehicle may be denied or suspended and a decision
regarding the employment status may be made under the following circumstances:

- a. expired or suspended license
- b. any observation of or conviction or nolo contendere plea for driving under the influence (DUI) of alcohol or drugs
- c. any conviction for vehicular homicide or manslaughter
- d. any incident resulting in injury to another party or property damage.
- e. three moving violations within the past year from the latest driving record check
- f. one or more chargeable vehicle accidents within 12 months from the most recent driving record check
- g. any observed carelessness, including convictions and nolo contendere pleas for reckless driving or willful disregard for safety
- h. non-attainment of a passing score following a repeat of the Defensive Driving Course
- i. when the department head, in consultation with the Human Resources Division and Risk Management, determines that an employee should no longer operate Emory vehicles.

**REMEDIAL ACTION**

**Employment Status**

Decisions regarding the employment status of an employee who has been removed from driving responsibilities shall be made on a case-by-case basis. When an employee is removed from driving responsibilities, the department will give reasonable consideration, if circumstances warrant, to reassigning the employee to a non-driver position vacancy in the department for which the employee is qualified.

If reassignment in the department is not possible, the department should notify the employee of a pending dismissal from employment. However, the employee may apply for job vacancies not involving driving.

If an employee has not found employment by the end date specified by the department, the employee may request a personal leave of absence without pay for up to 90 calendar days. This leave will allow the employee to remain in an inactive employment status with Emory while he/she continues to pursue other job opportunities.

If the employee has not found another position by the end of the personal leave, the employee will be dismissed.

**Other Provisions**

Emory owned or leased vehicles will be operated for Emory business or activities only. Personal use of Emory vehicles is prohibited at all times. Drivers shall not pick up or transport family members, friends, hitchhikers or any other person not on official university business.

Only authorized drivers who possess a valid driver’s license in the class of vehicle to be operated may sign out vehicles. Drivers must report any change in the status of their driving record to their supervisor immediately.

For departments with assigned vehicles, it is the responsibility of the department head to provide for proper key control and to ensure that vehicles are signed out and back in after each use. Accident kits will be kept with the vehicle at all times.

All persons signing out vehicles must complete the pre-trip and post-trip checklist. The signed checklist and keys must be returned after using the vehicle. Drivers shall not operate a vehicle that the driver suspects is not operating properly. The driver should park the vehicle and call his or her supervisor to make appropriate arrangements so that the vehicle may be operated safely.

Seat belts must be worn by all occupants of the motor vehicle at all times the vehicle is in motion. Drivers may not transport more persons than can be safely accommodated by the available seat belt system.

Vehicles are considered no smoking areas. Drivers are responsible for ensuring that all occupants of the vehicle observe the no smoking policy.

Cell phones should not be in use while the vehicle is in motion.

Drivers shall be drug and alcohol free. This includes prescription and non-prescription drugs that may impair a driver’s judgment or faculties.

Drivers must observe all traffic regulations. Drivers are personally responsible for any traffic citations that may be issued as a result of operating a university vehicle.

Drivers must avoid driving if conditions are hazardous. If there is any question about hazardous conditions, drivers must call their supervisors for instructions.

Drivers are responsible for the safety and security of the vehicle until it is safely returned to the designated university location.
Drivers must report all incidents, including collisions, citations or other accidents, to their supervisors immediately. Any accidents that result in any personal injury must be reported to Risk Management and the Workers' Compensation Department immediately.

If the vehicle is a leased or rented vehicle, the driver must comply with all policies of the rental company.

Related Links

- Current Version of This Policy: http://policies.emory.edu/4.84

Revision History

Emory University policies are subject to change at any time. If you are reading this policy in paper or PDF format, you are strongly encouraged to visit policies.emory.edu to ensure that you are relying on the current version.