



# Fleet Safety Policy

## PURPOSE

The Rhode Island School of Design (“RISD”) Fleet Safety Policy is intended to promote maximum safety for all drivers and passengers of College-owned/leased vehicles by minimizing accidents and injuries resulting from vehicle incidents, eliminating the operation of unsafe vehicles, providing adequate training to all RISD drivers, and defining clear lines of responsibility for fleet safety.

## SCOPE

RISD’s Fleet Safety Policy outlines the requirements by which all RISD employees, students, and other authorized individuals are permitted to operate College-owned, leased, and rented motor vehicles and personal vehicles during the conduct of College business. In order to ensure the safety of all members of the RISD community, all employees and students are expected to adhere to the following operational requirements and safe practices.

## DEFINITIONS

- **Authorized Driver:** individuals approved to drive based on the criteria outlined within the RISD Fleet Safety Policy.
- **College Business:** Activities (including travel) engaged in on behalf of and at the request or authorized by the College, e.g., field trips, experimental learning activities, clubs/organization activities, conferences, and athletic events.
- **Motor Vehicle:** a motorized form of transportation designed, developed and properly registered for public road transportation and owned, leased or rented by the College. The term “motor vehicle” does not include personal vehicles or non-registered vehicles which are not intended for public road transportation, such as golf carts. Use of a motor vehicle is restricted to College-related activities.
- **Motor Vehicle Record (“MVR”):** an individual’s past driving history based on violations and accidents over a predetermined period. MVRs are reviewed annually as part of the Fleet Safety Policy implementation.
- **Personal Vehicle:** a motorized form of transportation designed, developed and properly registered for public road transportation that is not owned, leased, or rented by the College, but rather is owned or leased by a driver qualified under criteria established in this policy. The term “personal vehicle” does not include rented vehicles.
- **Probationary Period:** any driver with blemishes on their MVR that are not serious enough to warrant revocation of their driving privileges or involved in multiple accidents may be placed on driving probation by the College. The probationary period will vary depending on the severity of the infractions. If a driver on probation does not incur any additional infractions during their probationary period, driving privileges will be restored. If a driver has additional infractions during their probationary period, the driver may lose their driving privileges and be subject to Section 2.3 of this policy

# POLICY OUTLINE

1. Roles and Responsibilities
  - 1.1 RISD Fleet Safety Committee
  - 1.2 Responsibilities of Committee Members
  - 1.3 Responsibilities of RISD Employees and Student Drivers
2. Fleet Driver Qualification
  - 2.1 Qualification Requirements
  - 2.2 MVR Review Frequency
  - 2.3. Motor Vehicle Record Evaluation Criteria
  - 2.4. 10,001+ lbs. GVR/GVW/GVCW Commercial Motor Vehicle Drivers
  - 2.5 Probation
3. Specialty Fleet Vehicle Qualification
  - 3.1 Qualified Van Driver
  - 3.2 Student Drivers
  - 3.3 RISD Fleet Management System
4. Personal or Leased/Rented Vehicles/Zipcars Used for RISD Business
  - 4.1 All Vehicles (College-owned, leased, rented, or on loan)
  - 4.2 Personal Vehicles Used for RISD Business Insurance Coverage
  - 4.3 Mileage Reimbursement for Use of Personal Vehicles for College Business
  - 4.4 Lease and Rental Vehicle Driving
  - 4.5 zipcars
  - 4.6 Leased Vehicles (for International Travel)
  - 4.7 Passenger Vans

## 1. Roles and Responsibilities

Each RISD employee and student driver has a designated role in the RISD Fleet Safety Policy. Any questions regarding specific roles should be addressed to the Office of Risk and Emergency Management.

### 1.1 RISD Fleet Safety Committee (“FSC”)

This committee will be composed of representatives of Public Safety, Facilities, Risk Management, and Environmental Health and Safety (“EHS”). The group will meet periodically to discuss policy, review incidents/accidents, and generally monitor all aspects of the RISD Fleet Safety Policy.

Other responsibilities of the Fleet Safety Committee include:

- Review data on RISD vehicle accident experience, as compiled by the Office of Risk and Emergency Management.
- Provide data on accident experience, causes, and corrective measures as guidance to drivers and supervisors.
- Determine the qualification status of drivers with questionable accident or violation experience as outlined in Section 2.5 of this policy. Public Safety, Risk and EHS will meet to discuss revoking College driving privileges when necessary because of adverse accident or violation experience, falsification of records, repeated failure to abide by regulations, or other reasons based upon judgment of the committee.

### 1.2 Responsibilities of Committee Members

- Public Safety will investigate accidents involving RISD vehicles.
- The FSC will investigate incidents of non-compliance with guidelines.
- The FSC may deauthorize drivers as established by the guidelines.
- Supervisors will notify the FSC of any changes in employee driving responsibilities or if made aware of an employee whose right to drive a vehicle has been rescinded

### 1.3. RISD Employee and Student Drivers

- Operate RISD vehicles only after being authorized
- Operate vehicles according to the Fleet Safety Policy requirements

- Report vehicle defects to supervisor
- Report all accidents that occur in a College-owned vehicle to supervisor and Public Safety
- Immediately report changes in driving status to supervisor

## 2. Fleet Driver Qualification

It is a privilege, not a right, to drive a vehicle for the College. Anyone wishing to drive a College-owned or leased vehicle must first become a "Qualified Fleet Policy Driver." Supervisors are responsible for ensuring that all direct reports with RISD business-driving duties have responsibilities outlined in their job description and are "qualified" to drive, in accordance with RISD requirements. In order to be a Qualified Fleet Policy Driver, individuals must be approved utilizing the criteria outlined in this section.

### 2.1. Qualification Requirements

In order to meet the requirements of a Qualified Fleet Policy Driver, participants must satisfy the following criteria:

- Must be at least 19 years old and hold a valid driver's license issued in the United States or Canada. Licenses must be from the U.S. or Canada to allow verification of the driver's motor vehicle record and confirm eligibility under the institution's safe driving standards.
- Must meet MVR Review Criteria established for employees and students as described in this section.
- Must follow appropriate procedures when renting or leasing vehicles for RISD business or sponsored activities
- Must comply with all requirements set forth in the RISD Fleet Safety Policy
- All employees and students must complete the RISD-approved online driver's training course if driving a College-owned vehicle for any reason. The College has the discretion to have employees or students take a refresher course at any time.
- Public Safety officers, as a condition of their employment, must successfully complete a driver's training course as part of their training process.

### 2.2. MVR Review Frequency

All RISD Fleet Policy Drivers must meet defined driving eligibility expectations as required for their particular job duties. Since driving eligibility is subject to change without notice throughout the course of any given time, an MVR may be requested at any time. At a minimum, MVRs will be reviewed for each Fleet Policy Driver at the following intervals:

- As a condition of employment or placement in a driving position, no RISD employees or students should be asked to drive on College business until their experience has been investigated via an MVR check.
- RISD will obtain an MVR after any significant accident or upon receiving a report of serious misbehavior to determine whether there has been a recent change in the driver's behavior.
- As part of an ongoing program to re-verify the qualifications of existing drivers, an MVR will be run annually for all RISD drivers and reviewed to determine if remedial training or other action is necessary, including removal or restriction of driving responsibilities.

### 2.3. Motor Vehicle Record Evaluation Criteria

#### Types of Violations:

**Type A** -- includes Driving While Intoxicated ("DWI"), Driving Under the Influence ("DUI"), Operating While Intoxicated ("OWI"), Operating Under the Influence, ("OUI"), refusing a substance test, reckless driving, homicide, negligent homicide, or involuntary manslaughter by vehicle, hit & run, eluding a police officer, any felony, drag racing, license suspension, driving while license is suspended, and comparable violations.

**Type B** -- includes all at-fault vehicle accidents other than those listed in Type A, and speeding violations of 20 miles per hour or more over the posted speed limit.

**Type C** includes all moving violations not classified as Type A or Type B (speeding under 20 miles per hour or less over the posted limit, improper lane change, failure to yield, running red lights or stoplights, etc.).

## **Employee Drivers**

**If an employee has been convicted of or involved in the following violations, the driver will no longer have an acceptable MVR and will either be placed on driving probation or have RISD driving privileges revoked:**

- One or more Type A violations in the preceding 36 months, or
- Two or more Type B violations in the preceding 36 months, or
- Three or more Type C violations in the preceding 36 months, or
- One Type B violation and two Type C violations in the preceding 36 months.

## **Probationary Driving Status**

Employees whose MVR reflects violations that do not warrant immediate suspension or revocation of driving privileges may be placed on probationary driving status. Probation allows the employee to continue operating College/organization vehicles on a conditional basis, subject to review.

**Duration:** The probation period will be determined by Public Safety.

**Review:** At the conclusion of the probation period, the employee's MVR will be reviewed again.

**Conditions:** The employee must incur no additional violations during the probation period. The employee may be subject to additional driver safety training or restrictions (e.g., limited vehicle types, local travel only).

## **Outcome:**

- If no new violations are reported, the employee may be reinstated to full driving privileges.
- If additional violations occur, driving privileges may be suspended or revoked in accordance with this policy.

## **Provisional Licenses**

Possession of a provisional, restricted, or conditional driver's license does **not** reinstate eligibility to operate College-owned, leased, or rented vehicles. Employees must hold a valid, unrestricted driver's license in good standing to be considered for driving privileges.

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## **Alcohol Detection Devices**

RISD prohibits the installation or use of ignition interlock devices or any other alcohol detection equipment in College-owned, leased, or rented vehicles. Employees subject to such requirements are ineligible to operate RISD vehicles.

### **2.4. 10,001+ lbs. GVR/GVW/GVCW Commercial Motor Vehicle Drivers**

In addition to the requirements of this RISD Fleet Safety Policy, drivers of College-owned 10,001+ GVR/GVW/GVCW commercial motor vehicles must be specifically authorized to drive such vehicles and must comply with all applicable requirements of the Federal Motor Carriers Safety Regulations, including holding a valid medical examiner's certificate.

### **2.5. Probation**

An employee may be placed on probation up to two times during a 36-month period. A probationary period varies depending on circumstances. Any violation during the probationary period will result in the immediate revocation of driving privileges. Driving privileges will be restored if, at the conclusion of the probationary period, the driver's MVR shows no new violations.

An employee whose driving privileges were revoked for an MVR violation may apply for reinstatement once they have an acceptable MVR record for 36 months. An employee who was unable to obtain the required medical examiner's certificate will not be permitted to drive College-owned or leased vehicles > 10,000 lbs.

In the event that an employee's driving privileges are subject to probation or revocation, the Director of Public Safety will notify the driver's supervisor as well as Human Resources.

***If an employee for whom driving or holding the required medical examiner's certificate is an essential job function loses driving privileges (for any reason), they may no longer be qualified to hold the position.*** If not, the employee will be eligible to apply for other open positions at RISD for which driving is not an essential job

function and for which they meet the required qualifications. There is no guarantee that the employee will be selected for such a position or that employment will be sustained if such a position is not available.

### 3. Specialty Fleet Vehicle Qualification

#### 3.1. Qualified Van Driver

In addition to the above-listed requirements, each driver requesting permission to drive a College-owned passenger van must be specifically authorized to do so through the Public Safety Department. To obtain driver qualifications, contact public safety directly at 401-454-6376.

#### 3.2. Student Drivers

Students may drive College-owned passenger vans or a leased vehicle for RISD-sponsored events if they have a valid driver's license, their MVR check meets the requirements for authorized drivers, and they complete the online driver's training program. Students who wish to serve as drivers for student clubs and activities must complete the Driver Authorization process through the Public Safety Department and Facilities Operations. This process may take up to two weeks.

A student who has been cited for or involved in the following violations will not have an acceptable MVR and will not be granted RISD driving privileges, or will have such privileges revoked if they already have driving privileges:

- One or more Type A or B, or
- Two or more Type C Violations in the preceding 36 months.

Students should not be driving other students in their personal vehicles for RISD-sponsored events or trips.

**PLEASE NOTE:** If the College is closed due to inclement weather, Facilities will cancel all reservations for that day.

#### 3.3 RISD Fleet Management System

All College-owned vehicles will be equipped with a monitoring device that is connected to the vehicles' diagnostic systems using the OBDII port. Access to the information would be limited to the Fleet Manager and Director of Facilities Operations or designee, and will aid in monitoring engine and safety systems.

### 4. Leased/Rented Vehicles/Zipcars Used for RISD Business

#### 4.1. All Vehicles (College-owned, leased, rented, or on loan)

The operator of the motor vehicle must abide by all the rules and regulations of the road, in accordance with the Rhode Island Department of Motor Vehicles, as well as local laws, while driving in other jurisdictions. The driver of the vehicle is ultimately responsible for its safe operation.

Before using a fleet vehicle, the operator should check for any new or existing damage and perform a basic safety check (e.g., tires, lights, and brakes). Any safety concerns or new damage must be reported to the supervisor as soon as possible.

Supervisors should contact the Facilities Maintenance Mechanic, who will inspect the vehicle and arrange for it to be serviced.

- a. Seat belts are to be worn at all times by all passengers when operating a RISD motor vehicle so equipped. These requirements apply to operations both on and off campus.
- b. Smoking is not allowed by anyone in a College-owned, rented or leased vehicle.
- c. The maximum speed for operation of "RISD vehicles" shall not exceed the posted speed limits or driving characteristics of said motorized vehicle.
- d. All doors (cargo, tail and lift gates) shall be closed at all times when the vehicle is moving. Exception: *If the cargo of the vehicle is adequately secured or the material being placed in the vehicle cannot (because of size) be transported with the door or gate closed, then the material or equipment shall be secured in place and the proper warning flat, sign or tag must be affixed to the end of the equipment or material being transported.*
- e. No employee or student shall be permitted to ride unsecured (without a seat belt) in a RISD vehicle so equipped at any time while the vehicle is in motion. Sitting or standing in the back of a van, delivery vehicle, pick-up, dump truck or similar is not acceptable.
- f. Operators of RISD vehicles shall not drive if:
  - i. they are under the influence of alcohol or drugs.
  - ii. they are taking medications which may cause drowsiness or impaired judgment, such as

- antihistamines or alcohol
- iii. they are wearing earphones or other items that would prevent the operators from being able to hear horns, pedestrians, sirens or other vehicles that may be approaching.
  - iv. the vehicle they are operating contains a number of occupants that exceeds the recommended safe operating capacity;
  - v. their license has been suspended, revoked or expired;
  - vi. their license has restrictions -- **these limitations must be reported to the supervisor as soon as possible.**
- g. Operators of the vehicles shall remove their keys from the ignition when the vehicle is not occupied by a College employee or other authorized person and shall lock the vehicle whenever they leave.
  - h. Cell phone use is not allowed while driving on RISD business or while driving a College-owned or leased vehicle. If a driver must make or take a call, they should pull over to a safe spot. Texting is never allowed while a vehicle is in motion, including hands-free phone technology. Research has shown that the use of hands-free technology does not reduce the risk of cognitive distraction from those using handheld devices. There are **NO** exceptions.

#### **4.2. Personal Vehicles Used for RISD Business-Insurance Coverage**

Employees who drive their own vehicles to conduct College business must follow all RISD vehicle safety policies and procedures.

**Insurance Coverage:** RISD's insurance provides **NO** physical damage coverage for damage to personal vehicles used on College business. It also does not cover theft or insurance deductibles. Personal automobile liability insurance is the primary coverage when using a personal vehicle for College business. If personal liability limits become exhausted following an accident, the College's insurance policy provides a second layer of excess liability coverage, provided the personal vehicle was used for approved College business. It is suggested that drivers using their personal vehicles for business purposes have auto insurance limits of liability of at least:

- \$100,000 Bodily Injury coverage per person
- \$300,000 Bodily Injury coverage per accident
- \$100,000 Property Damage coverage per accident
- \$5,000 Medical Payments coverage per person

#### **4.3. Mileage Reimbursement for Use of Personal Vehicles for College Business**

Mileage reimbursement for use of a personal vehicle to conduct College business is outlined in the Business Travel Transportation Policy under Related Policies. This reimbursement is intended to cover the costs of operating a driver's motor vehicle, including insurance costs.

#### **4.4. Lease and Rental Vehicle Driving**

When vehicles leased or rented from outside vendors are driven on RISD business, drivers must meet the same requirements noted above for those driving College-owned vehicles. Student organizations renting vehicles from outside vendors are required to do so through the College purchase order process to ensure compliance with these regulations.

- When renting a vehicle for RISD business, the renter should always use their RISD Procurement Card.
- The renter should **decline the rental vehicle's insurance**; RISD's insurance will provide coverage.

#### **4.5. Leased Vehicles (for International Travel)**

When vehicles are leased or rented from outside vendors for RISD business on an international trip the driver **should always** purchase the local auto liability insurance coverage.

Whether or not a student can drive on an international trip will be determined by the RISD Global in conjunction with Risk Management on a case-by-case basis.

#### **4.6. Passenger Vans**

In addition to the above requirements, drivers and passengers of vans are required to follow the additional requirements:

- a. Only authorized van drivers are permitted to drive a passenger van at any time.
- b. The driver's state-issued driver's license must be in their possession at all times when operating the van.
- c. The van driver and all passengers must wear seatbelts at all times when the vehicle is in motion.
- d. Front seat passengers are required to act in an assistant capacity to help with navigation and other non-driving duties, such as responding to other passengers' needs for assistance.

- e. The maximum passenger load is dependent upon the number of seat belts in each vehicle.

## PROCEDURES

### Motor Vehicle Record (MVR) Authorization

All drivers must complete a [Motor Vehicle Record Authorization Form](#) for RISD to obtain their MVR, in accordance with the policy above.

### Accident Reporting

Drivers must report all accidents involving RISD vehicles to the local law enforcement agency and to their supervisor. Supervisors must ensure that a completed Vehicle Accident Report is completed by Public Safety.

In the event an employee is involved in an automobile accident while in a College vehicle or while on College business, the following procedures should be followed:

- a. Stop immediately and contact the appropriate law enforcement agency.
- b. Call 911 if anyone is injured or requires immediate medical attention.
- c. Do not leave the accident scene until an accident report has been completed by the law enforcement agency.
- d. If the operator of the vehicle is unharmed and able to, they should take necessary precautions to protect the accident scene. Vehicles should not be moved until after the police arrive unless they present a safety hazard. Obtain name, address, and phone number of the other driver and witnesses. Also, obtain other driver's insurance information.
- e. Cooperate fully with the investigating law enforcement officer.
- f. Obtain the name of the investigating officer and law enforcement agency. Ask for the report case number.
- g. Do not discuss the details of the accident with others at the scene.
- h. Do not admit liability or fault, make offers, or agree to settlement on behalf of RISD. It is important that such admissions and decisions be reserved for the insurance carriers.
- i. Do not sign any document other than those required by the law enforcement official.
- j. Remove keys and RISD property and lock the vehicle if the vehicle must be towed from the scene.
- k. As soon as practical, an accident report must be filed with RISD Department of Public Safety.

If an employee involved in an automobile accident while operating a RISD vehicle is served a traffic ticket or legal papers naming them as a defendant in a lawsuit or criminal charge, the **employee must immediately notify their supervisor**. The supervisor is responsible for forwarding the information to the Director of Risk Management.

### Motor Vehicle Citations

Any employee or student who receives a citation for any moving violation will be personally responsible for payment of the citation. In addition, employees and students may be held personally responsible for parking tickets if warranted

## Parking

Drivers must be familiar with and obey all applicable local, state, and federal traffic and parking laws, regulations and ordinances, as well as practice courteous and considerate driving and parking practices. Drivers of RISD-marked vehicles represent the image and reputation of the institution in public spaces and should be considerate of choices in travel and parking locations.

## Policy Sanctions

RISD reserves the right to review alleged violations of this policy in conjunction with other appropriate offices and under other applicable College policies, procedures, and collective bargaining agreements, including but not limited to those listed under Related Policies. Failure to comply with this policy and other Related Policies is subject to disciplinary action and sanctions per applicable disciplinary procedures.

## RELATED POLICIES

[Business Travel Transportation Policy](#)

[Drug and Alcohol Policy](#)

## REVISION HISTORY

This policy was created as of April 22, 2013

This policy was modified: February 2015, July 2018, March 2022, March 2026

Next Scheduled Review: Every two years on March 31 or as required by law.

## RESPONSIBILITIES

### Issuing Office:

Office of Risk and Emergency Management

### Responsible Officer:

Senior Vice President, Finance and Administration

### Individuals/offices required for review and changes:

Director, Public Safety

Office of the General Counsel

Director, Employment

Director, Risk and Emergency Management