

Vehicle Safety & Driver Eligibility Requirements

In promoting safety in driving, Fraser has defined vehicle use standards and driver eligibility requirements. In general this policy applies to anyone who will drive a Fraser owned or leased vehicle or who will drive their own vehicle while transporting a Fraser client or another Fraser staff, or anyone who regularly drives in the course of their work for Fraser business. Anyone whose job requires driving, and is unable to maintain a valid driver's license or satisfactory driving record may be subject to disciplinary action, up to and including termination.

Fraser or its agent obtains motor vehicle driving history reports prior to employment and periodically thereafter. In order to confirm an employee's eligibility to drive, Fraser must be able to obtain the history reports and the driving history must fall within the guidelines that follow. Fraser or its agent may obtain motor vehicle driving history reports more frequently on employees with serious or multiple driving violations.

Where job responsibilities require driving a vehicle and it is determined that the applicant's or staff's unfavorable driving record causes a risk to the organization, Fraser retains the right to withdraw a job offer and/or to discipline the individual, up to and including termination, based on an unacceptable driving record or lack of required insurance coverage.

An unfavorable driving record is defined as follows:

- One or more Type A violations in the past three years.
- Three or more accidents, regardless of fault, in the past three years.
- Four or more Type B violations in the past three years.
- Any combination of accidents and Type B violations that equal four or more in the past three years.

Type A Violations

- Driving under the influence of alcohol or drugs or implied consent or refusal of blood alcohol test
- License suspension or revocation or operating a vehicle when license is revoked or suspended
- Any felony or negligent homicide or manslaughter involving use of a motor vehicle
- Using a motor vehicle for the commission of a felony
- Aggravated assault with a motor vehicle
- Operating a vehicle without the owners permission (grand theft)
- Driving without a valid driver's license or permitting an unlicensed person to drive
- Reckless or negligent driving
- Failure to report an accident / hit and run (bodily injury or property damage.)

Type B Violations

- All moving violations not listed as Type A violations

Questions? Contact Fraser Human Resources at 612-861-1688 or fraserhr@fraser.org.