

2021 Annual Report

# Environmental Health And Safety



Because we care about  
people, property, and the  
environment.

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# Introduction



**Darius Griffin, MPA, CSP, ARM**  
Director of EHS

Welcome to the 2021 UNC Charlotte Office of Environmental Health and Safety (EHS) Annual Report. This report serves as our mechanism for summarizing EHS activities, designed to support campus operations while ensuring regulatory compliance. Our services are centered around regulatory compliance programs that are designed to manage hazards that pose a risk to people, property, and the environment.

As part of our commitment to innovation, this year we launched the “On Site System” technology application to reduce the regulatory burden for faculty and staff. This technology application allowed us to centralize a variety of diverse regulatory requirements into one user friendly application.

Our website provides a view into our operations; providing access to information on EHS's many services and resources. It provides links to important documentation regarding regulatory requirements, guidance to assist you with injury reduction, and important information to guide our University community toward being active participants in our proactive safety culture. We have provided multiple ways to navigate the website including quick links for easy reference of specific information and specific links for faculty/staff, students, contractors and management. Therefore, we welcome any comments you may have toward improving our website or other aspects of our management system. Feel free to send comments to our general EHS e-mail account ([ehsoffice@uncc.edu](mailto:ehsoffice@uncc.edu)) and we will promptly review.

We sincerely appreciate the campus communities’ efforts toward maintaining a safe and environmentally friendly place to live, work, and play.



**ENVIRONMENTAL  
HEALTH & SAFETY**

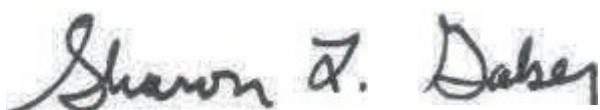
# Chancellor's Safety Commitment

The University of North Carolina at Charlotte is committed to providing a safe and healthy working, teaching, learning, and living environment for all members of and visitors to the University community. This commitment involves the creation of an atmosphere of safety and environmental health awareness through training and faculty, staff, and student involvement. The University is also committed to voluntary compliance with all applicable federal, state, and local safety, health, and environmental regulations and codes as an integral part of our total management process.

All members of the University community share the responsibility for this program and for the identification and elimination of known hazards. The full cooperation of each individual is required to preserve the safety and health of self and others. The following principles form the foundation for our approach to Environmental Health and Safety:

- Each University employee is responsible for Environmental Health and Safety and for compliance with applicable University policies, procedures, and programs.
- The University shall provide the necessary resources and training to meet environmental health and safety regulatory compliance objectives.
- The University shall identify work place and job performance environmental health and safety deficiencies and take corrective action.
- The University shall investigate near miss and injury incidents as part of a comprehensive incident prevention program.
- The University shall require contractors to abide by applicable University requirements and maintain Occupational Health and Safety Administration (OSHA) regulatory requirements.
- The University shall promote environmental health and safety through the development and support of safety committees appointed to address specific needs of the University community.

Sharon L. Gaber



Chancellor

# Who We Are

The Environmental Health and Safety office is an operating unit within the division of Business Affairs under the direction of the Associate Vice Chancellor of Safety and Security. We support the success of student education, university research and general safety by providing services to ensure regulatory compliance and a safe campus environment.

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## Our Mission

It is our mission to ensure compliance with occupational regulations and manage hazards that pose a risk to people, property, and the environment.



## Our Values

**Communication:** Actively informing customers about EHS services and regulatory compliance requirements.

**Collaboration:** Working as a team to provide the most practical comprehensive environmental, health and safety solutions.

**Commitment:** Dedicated to reflecting the positive actions, attitudes and behaviors of a proactive safety culture.

# What We Do

We provide environmental health and safety consultative and enforcement services to the entire campus community. We work to build relationships and form partnerships to comply with various regulatory agency requirements such as: Occupational Safety and Health Administration (OSHA), Environmental Protection Agency (EPA), North Carolina Department of Health and Human Services (NCDHHS) Radiation Protection, NCDHHS Sanitation, Department of Insurance (DOI) State Fire Marshal, and local municipalities.

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## Our Vision

It is our vision to support and empower the campus community to proactively integrate environmental health and safety programs into teaching, research and service activities.

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## Our Partnerships

**Academic Affairs:** Supported the University Business Partner and Niner Elementary by conducting workplace hazard assessments to assist with safe start-up.

**Advancement:** Supported crisis communication by offering technical safety information.

**Athletics:** Supported athletic events by conducting COVID-19 workplace assessments for indoor athletic events.

**Business Affairs:** Supported the integration of compliance requirements into the On Site and Percipio learning experience technology systems to maximize efficiency.

**Institutional Integrity:** Supported the remediation of outstanding building and fire safety compliance issues to reduce the risk to campus.

**Student Affairs:** Supported the student living and engagement experience by conducting several building inspections, fire drills and outreach programs



## Highlighted Accomplishments

### Maintained Safety Services

Provided **2,348** safety services to the campus community to ensure regulatory compliance and prevent injuries amid the COVID-19 pandemic.

### Provided 21,331 Safety Trainings

Through our enhanced web-based system and classroom training system, we educated **21,331** faculty, staff, and students.

### Reduced OSHA Recordable Injury Rate

Reduced OSHA Injury incident recordable rate below educational institution average of **1.2**, through enhancements to our injury and illness prevention program. Our OSHA injury recordable rate was calculated at **0.56**.

### Administered 145 Respiratory Fit Test

Provided Fit Testing, at no charge, to ensure proper fitting and usage of N-95 and half-face respirators to faculty, staff, and students working in environments with potential COVID-19 exposure.

### Committees Served

Institutional Animal Care and Use, Institutional Biosafety, Sustainability, Clery Act, Campus Safety and Security, EHRA Grievance, State Health and Safety

### Distributed 146 Voluntary use N-95 Respirators

Provided **146** N-95 respirators, at no charge, during the fourth quarter of 2021 to faculty and staff in response to University campus safety efforts due to the COVID-19 pandemic.

### Published Aerial Lift Program

Program to be used by the campus community to ensure the safe operation of aerial lift mobile elevated work platforms.

### Conducted Building Emergency Evacuations

Performed **218** building emergency evacuation fire drills.

### Provided Fire Safety and Building Emergency Evacuation Training

Through collaboration between our Education and Outreach Manager, Associate Vice Chancellor of Safety and Security, OneIT, and the Chancellor's Cabinet, we achieved a **97%** completion rate of required compliance training for all faculty and staff.

### Professional Development Completed

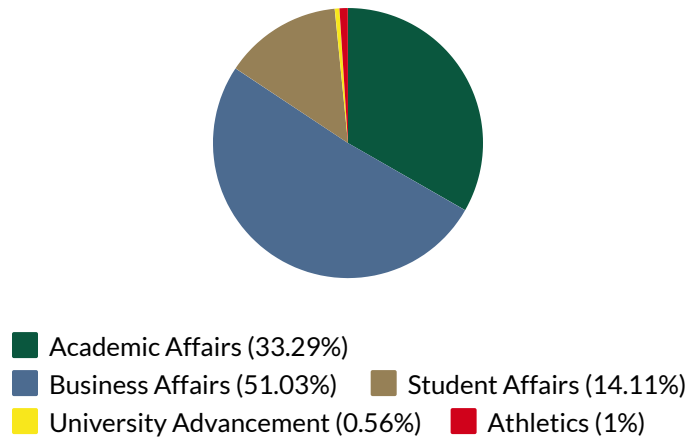
Manager of Environmental Safety and Health, OSHA 501 General Industry Trainer, OSHA 511 General Industry, Hazardous Waste Operations, Environmental 101, Safety 101, and Health 101

# EHS Safety Services Annual Report 2021

## Service Report

Occupational Health Assessments	349
Property Safety Assessments	632
Emergency Preparedness	194
Investigations	17
Inspections	1,097
Audits	1
Other	58
<b>Total</b>	<b>2,348</b>

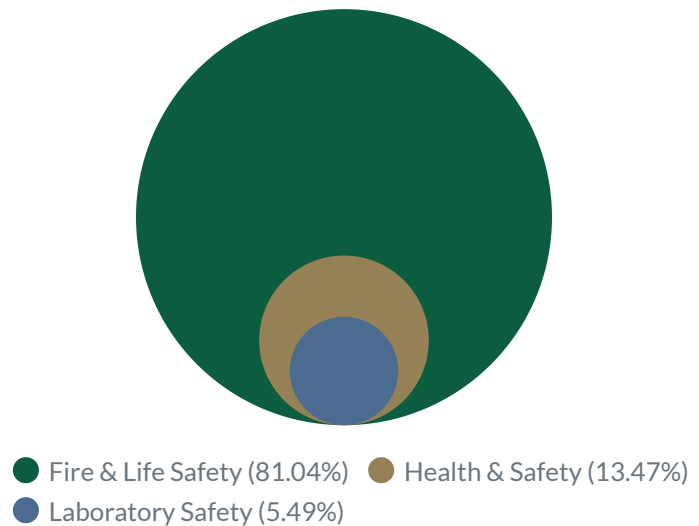
## Total Services Provided by Division



## Training Attendance

Classroom	116
Online	21,215
<b>Total</b>	<b>21,331</b>

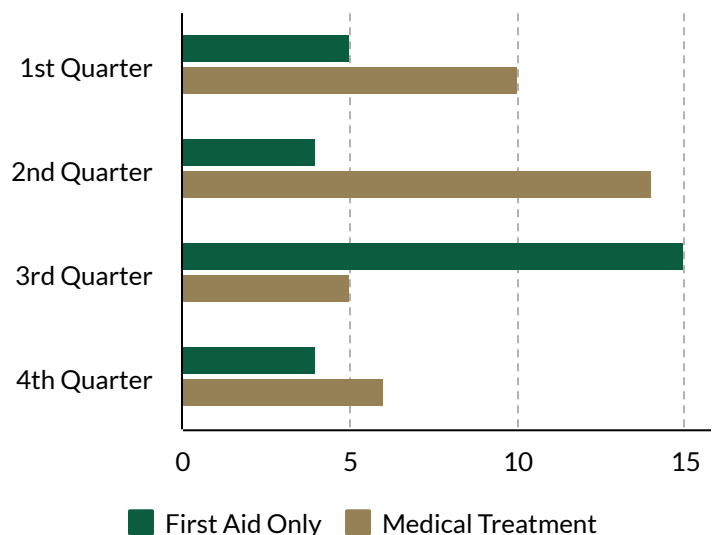
## Total Training by Safety Environment



## Incident Reports

Medical Treatment	35
First Aid Only	28
<b>Total</b>	<b>63</b>

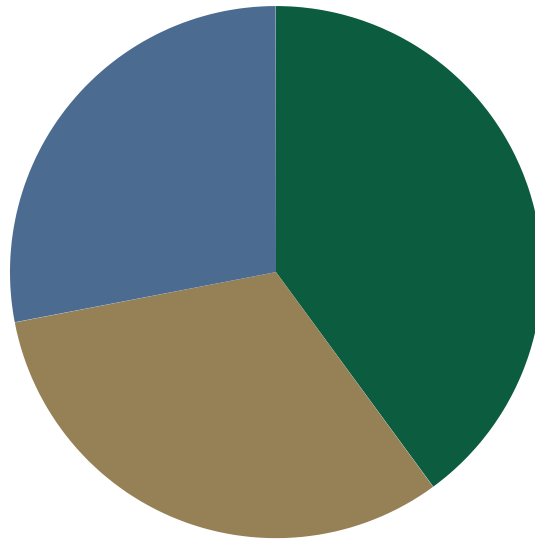
## Total Incidents By Quarter





# Top 3 Service Requests

## 2021 Top Safety Concerns



■ Respiratory Protection (39.95%) ■ Fire Protection (32.03%)  
■ Chemical & Lab Safety (28.02%)

### Respiratory Protection Services

- Indoor Air Quality
- Medical Clearance & Fit Testing
- PPE Equipment Testing
- N-95 Respirator Distribution

### Fire Protection Services

- Aerial Lift Training
- Automated External Defibrillators
- Building Emergency Evacuation Plans
- Event Safety
- Fire Safety & Building Inspections
- Powered Industrial Trucks
- Hot Work Safety

### Chemical & Laboratory Safety Services

- Chemical Inventory
- Fume Hood Inspections
- Hazardous Waste Disposal
- Laser Safety
- New Science Building Laboratory Inspections
- Radiation Safety
- Universal Waste Disposal

# Regulatory Agency Inspections

The Environmental Health and Safety office serves as the primary liaison for external and internal environment, health and safety regulatory agencies. These agencies conduct unannounced and announced inspections to ensure the University is providing a safe and healthy environment. The following summarizes the regulatory agency inspections for calendar year 2021.

Agency	2021 Inspection	Programs Inspected	Findings	Penalties
NC Department of Labor OSH Division	Applicable	COVID-19 Complaint	None	None
Department of Insurance Office of State Fire Marshal (DOI)	Applicable	North Carolina Fire Prevention Code Building Fire Protection Building Evacuation Plans Building Safety	1,203	None
North Carolina Department of Health and Human Services (NCDHHS)	Applicable	Building Sanitation Swimming Pool Sanitation Athletic Spa Sanitation	120	None
Internal Audit	Applicable	EHS Administrative Audit	3	None
Office of State Human Resources (OSHR)	Not Applicable	Not Applicable	Not Applicable	Not Applicable
North Carolina Department of Health and Human Services (NCDHHS) Radiation Protection	Not Applicable	Radioactive Materials Particle Accelerator Health X-rays Analytical X-rays	Not Applicable	Not Applicable
North Carolina Department of Environmental Quality (NCDEQ)	Not Applicable	Hazardous Waste	Not Applicable	Not Applicable

# Injuries And Illnesses (OSHA 300A)

As required by the Occupational Safety and Health Administration (OSHA 300), work-related injury and illness statistics were recorded by the Environmental Health and Safety office. The OSHA 300 A form was signed and posted on the EHS website and inside the EHS office. This form is summarized below:

## OSHA's Form 300A (Rev. 01/2004) Summary of Work-Related Injuries and Illnesses

Year 2021

U.S. Department of Labor  
Occupational Safety and Health Administration

Form approved OMB no. 1218-0118

All establishments covered by Part 1904 must complete this Summary page, even if no injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and

Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the log. If you had no cases write "0."

Employees former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR 1904.35, in OSHA's Recordkeeping rule, for further details on the access provisions for these forms.

### Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0 (G)	5 (H)	12 (I)	10 (J)

### Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
16 (K)	326 (L)

### Injury and Illness Types

Total number of... (M)	(1) Injury	(2) Skin Disorder	(3) Respiratory Condition	(4) Poisoning	(5) Hearing Loss	(6) All Other Illnesses
	26	0	0	0	1	0

### Establishment information

Your establishment name UNC Charlotte

Street 9201 University City Blvd.

City Charlotte State NC Zip 28223

Industry description (e.g., Manufacture of motor truck trailers)  
Educational Institution

Standard Industrial Classification (SIC), if known (e.g., SIC 3715)

OR North American Industrial Classification (NAICS), if known (e.g., 336212)  
6 1 1 3 1 0

### Employment information

Annual average number of employees 7,085

Total hours worked by all employees last year 9,541,667

Sign here 

Knowingly falsifying this document may result in a fine.

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

Richard Amon  
Company executive

704-687-5750  
Phone

VC Business Affairs  
Title

1/26/22  
Date

Post this Summary page from February 1 to April 30 of the year following the year covered by the form.

Public reporting burden for this collection of information is estimated to average 59 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave, NW, Washington, DC 20210. Do not send the completed forms to this office.



# Forecast

The past two years have been unprecedented given the University's response to the COVID-19 pandemic and continuous regulatory changes. Throughout this year we have faced challenges with work scheduling, service delivery models, task prioritization, budget and general fatigue. Unfortunately, the multitude of challenges resulted in a 70% turnover rate. The hiring freeze only compounded the issue resulting in a pivot in strategy to focus only on immediate customer service action items. This pivot in strategy has increased research, laboratory, facilities, contractor safety, and student safety compliance risk. In addition, this pivot also halted our technology innovation projects resulting in a lower level of efficiency.

As outlined in the 2020 Annual Report, the major challenge in managing an Environmental Health and Safety program would be the acquisition and retention of EHS professionals. This major challenge became a reality in 2021 with 70% turnover rate of EHS professionals. These transitions have had a profound negative impact on our ability to comply with regulations, protect our environment, prevent harm to public health, and promote campus safety. Our inability to address basic EHS management system objectives and manage EHS program compliance risk is at an all-time high.

