



# County of Lethbridge Policy Handbook

**EFFECTIVE:** November 17, 2011      **SECTION:** 700    **NO.** 718

**APPROVED BY:** County Council      **SUBJECT:** Seat Belt Use

**REVISED DATE:**

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## **PURPOSE/OBJECTIVE**

The purpose of this policy is to comply with Provincial Seat Belt Legislation and to reduce the possibility of injury to County of Lethbridge employees with seatbelt use.

## **ENFORCEMENT**

Enforcement of this policy is up to all County of Lethbridge employees. If an employee witnesses another employee failing to comply with this policy, they shall report it to the employee's supervisor. An Investigation will occur and disciplinary actions will follow as per the County of Lethbridge guidelines.

## **PROCEDURES**

While driving or operating County of Lethbridge vehicles and equipment employees are required to wear seatbelts.

Should an employee have a medical condition that does not permit the use of a seat belt, that employee is required to provide a signed letter from their doctor stating the reasons and the duration for which they cannot wear a seat belt. The operator or driver must carry a copy of the letter on them at all times they are working for the County, as well as provide the original copy for their driver's file to be kept by the County as per National Safety Code Regulations.

Any employee who violates the policy will be subject to disciplinary actions, up to and including termination.