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

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) 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.
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.

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.

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.

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

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

2. **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.

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

4. **Published Aerial Lift Program**
   Program to be used by the campus community to ensure the safe operation of aerial lift mobile elevated work platforms.

5. **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.

6. **Conducted Building Emergency Evacuations**
   Performed 218 building emergency evacuation fire drills.

7. **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.

8. **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.

9. **Committees Served**
   Institutional Animal Care and Use, Institutional Biosafety, Sustainability, Clery Act, Campus Safety and Security, EHRA Grievance, State Health and Safety

10. **Professional Development Completed**
Service Report

<table>
<thead>
<tr>
<th>Service Type</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Health Assessments</td>
<td>349</td>
</tr>
<tr>
<td>Property Safety Assessments</td>
<td>632</td>
</tr>
<tr>
<td>Emergency Preparedness</td>
<td>194</td>
</tr>
<tr>
<td>Investigations</td>
<td>17</td>
</tr>
<tr>
<td>Inspections</td>
<td>1,097</td>
</tr>
<tr>
<td>Audits</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>58</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,348</strong></td>
</tr>
</tbody>
</table>

Total Services Provided by Division

- **Academic Affairs (33.29%)**
- **Business Affairs (51.03%)**
- **Student Affairs (14.11%)**
- **University Advancement (0.56%)**
- **Athletics (1%)**

Training Attendance

<table>
<thead>
<tr>
<th>Type</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classroom</td>
<td>116</td>
</tr>
<tr>
<td>Online</td>
<td>21,215</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>21,331</strong></td>
</tr>
</tbody>
</table>

Total Training by Safety Environment

- **Fire & Life Safety (81.04%)**
- **Health & Safety (13.47%)**
- **Laboratory Safety (5.49%)**

Incident Reports

<table>
<thead>
<tr>
<th>Type</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Treatment</td>
<td>43</td>
</tr>
<tr>
<td>First Aid Only</td>
<td>25</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>68</strong></td>
</tr>
</tbody>
</table>

Total Incidents By Quarter

- **1st Quarter**
- **2nd Quarter**
- **3rd Quarter**
- **4th Quarter**

First Aid Only | Medical Treatment
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
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.

<table>
<thead>
<tr>
<th>Agency</th>
<th>2021 Inspection</th>
<th>Programs Inspected</th>
<th>Findings</th>
<th>Penalties</th>
</tr>
</thead>
<tbody>
<tr>
<td>NC Department of Labor OSH Division</td>
<td>Applicable</td>
<td>COVID-19 Complaint</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>
| 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 |
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)**

<table>
<thead>
<tr>
<th>Summary of Work-Related Injuries and Illnesses</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year</strong></td>
</tr>
<tr>
<td><strong>OSHA’s Form 300A</strong></td>
</tr>
</tbody>
</table>

**Establishment Information**

- **Year established:** 1991
- **Establishment name:** JNC Charlotte
- **Address:** 2221 University City Blvd.
- **City:** Charlotte
- **State:** NC
- **ZIP:** 28223
- **Industry description:** Educational Institution
- **Standard Industrial Classification (SIC):** 8211
- **Annual average number of employees:** 7,085
- **Total hours worked by all employees last year:** 6,541,677

**Employment Information**

- **Total number of employees:** 7,085
- **Total hours worked by all employees last year:** 6,541,677

**Injury and Illness Types**

<table>
<thead>
<tr>
<th>Injury and Illness Types</th>
<th>Total number of cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of exposure cases</td>
<td>129</td>
</tr>
<tr>
<td>Total number of days away from work</td>
<td>10</td>
</tr>
<tr>
<td>Total number of days with job transfer or restriction</td>
<td>10</td>
</tr>
<tr>
<td>Total number of other cases</td>
<td>10</td>
</tr>
</tbody>
</table>

**Injury and Illness Types**

1. **Injury**
   - **Muscle strain:** 24
   - **Nerve damage:** 6
   - **Muscle spasm:** 6
   - **Other injuries:** 6

2. **Illness**
   - **Fatigue:** 6
   - **Other:** 6

**Correctly administering this document is essential.**

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

**Richard Aron**

Company Executive

**CN Business Affairs**

**1/26/22**
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. As a result we pivoted our strategy to focus only on immediate customer service action items. In addition, this pivot slowed 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 has been the acquisition and retention of EHS professionals. This major challenge became a reality in 2021 with a 70% turnover rate of our EHS team. Our primary effort for FY22 will be recruiting and training the best quality EHS professionals while increasing our overall support to the University’s return to normal operations. We’re confident that this year will mark a turning point in EHS capacity resulting in even higher levels of compliance and overall safety.