

# ENVIRONMENTAL HEALTH & SAFETY ANNUAL REPORT 2025



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# EXECUTIVE SUMMARY



The EHS compliance program is overseen by the EHS Office in coordination with university leadership. The responsibility for maintaining a safe and healthy campus is shared across all levels of the institution. Departments are expected to comply with EHS policy, programs and procedures to support the mission of teaching, research and service.

This 2025 annual report presents a comprehensive and transparent review of operations conducted by the Office of Environmental Health and Safety (EHS) at UNC Charlotte. This document details key injury and incident trends, compliance services, risk management initiatives, and strategic opportunities for continuous improvement.

This year yielded advancements in training engagement, injury prevention, and the delivery of safety services. Moving forward, EHS has identified key areas for continuous improvement, including environmental compliance, research safety, hazardous waste management, campus health and safety emergency preparedness, high-risk operations, and resource allocations.

**99%**

Compliance Training  
Completion Rate

**\$0**

Zero financial losses from  
regulatory agency fines

**3,784**

Safety Service Request



# OVERVIEW

## \* CAMPUS PROFILE

UNC Charlotte is a public, urban research university with a significant local-to-global impact. The university is located in Charlotte, North Carolina.

Student Population **32,000**

Faculty / Staff **4,000**

Total Acres **1,000**

## \* EHS PROFILE

EHS partners with the UNC Charlotte community to proactively integrate EHS services into teaching, research and service activities.

EHS Office Staffing **20**

Specialized Teams **6**

Compliance Resources **150**

# PERFORMANCE HIGHLIGHTS

The Environmental Health and Safety compliance program provides cost-effective, mission critical support to the campus community. The program is designed to manage OSHA, EPA, Fire Code and other regulatory compliance agency requirements. The program reduces loss exposures, manages compliance risk, facilitates solutions, and supports all university divisions in achieving the mission of teaching, research and service.

**Key strategic achievements include:**



Environmental

**31,000 pounds of hazardous waste diverted from landfill**

**Successfully passed Environmental Sanitation inspection**



Health

**National Safety Council Occupational Excellence Award**

**60% reduction of injury-cases with days away from work**



Safety

**\$0 Regulatory Fines**

**N.C. Department of Labor Silver Safety Award.**

# INJURY INCIDENTS

## THINK SAFETY

Work-related injuries and illness rates are used to assess effectiveness of safety measures at UNC Charlotte. This measure indicates how well UNC Charlotte is preventing work-related injury and illness incidents and promoting safety awareness.

**Slip and fall injuries remain the top injury category occurring to office and environmental services employees.**



## ACT SAFELY

A lower injury rate signifies better work-related injury and illness prevention practices. **Overall, work-related injuries and illnesses remained within acceptable risk tolerance levels with an OSHA recordable incident rate of 0.56 which is well below the national average of 1.3.**

0

Deaths

2

Cases with days away from work

14

Cases with job transfer or restriction

13

Other recordable cases

29

Total recordable injury cases

178

Total number of days away from work

431

Total number of days job transfer or restrictions

# INJURY INCIDENTS



## Incident Reports

<b>0</b>	Deaths
<b>43</b>	Medical Treatment
<b>57</b>	1 <sup>st</sup> Aid / Report Only / Near Miss

## KEY INSIGHTS

The implementation of the safety training program, outreach, job hazard analysis, supervisor safety resources, hazard assessments, online hazard reporting and inspections are fostering an injury prevention culture.



## Incident Types (Top 3)

<b>27</b>	Slips, Trips & Falls
<b>13</b>	Struck By / Materials Handling
<b>10</b>	Ergonomics

Data analysis identifies human factors, resource limitations, and environmental variables as the primary drivers of recent injury incidents.



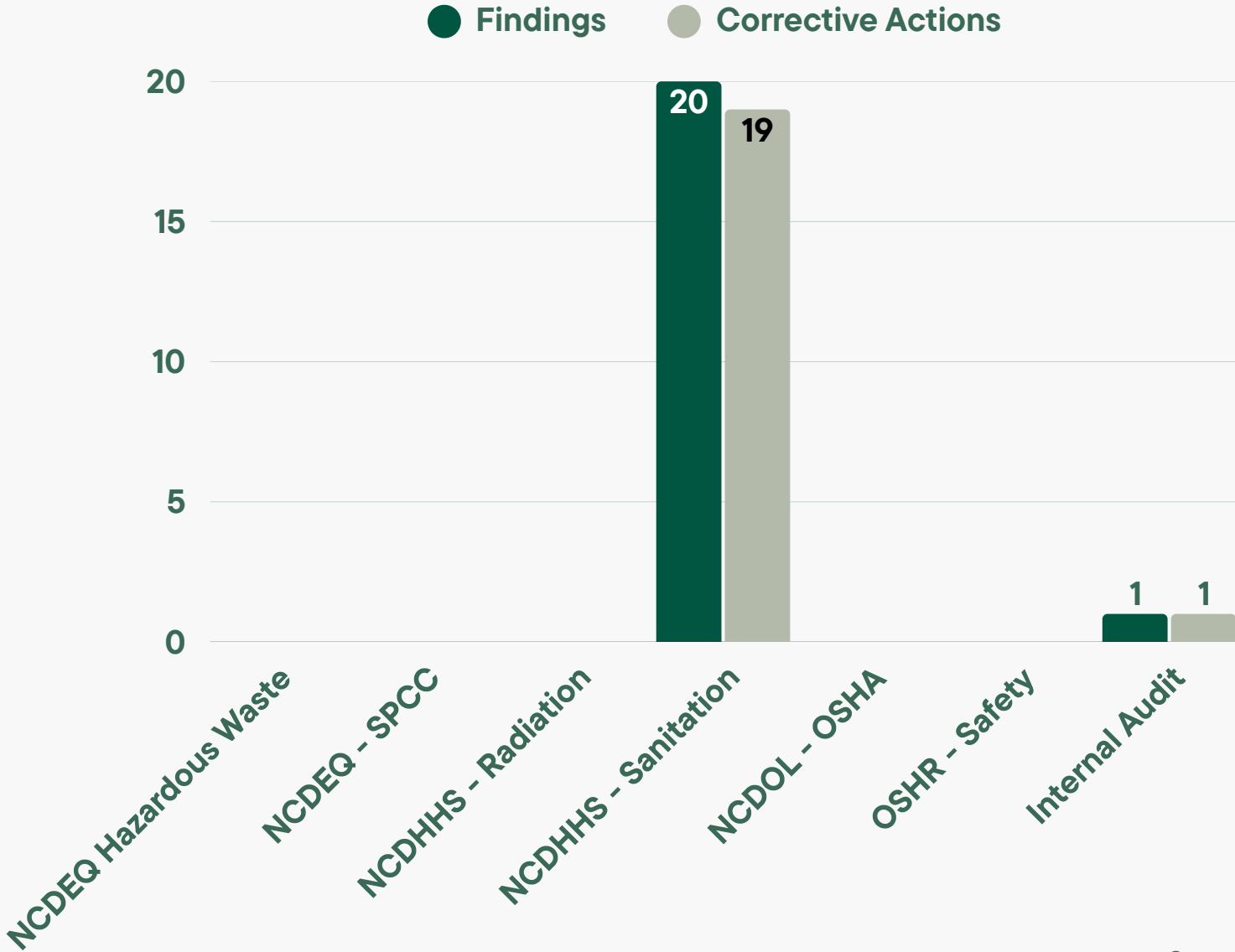
## Incidents by Divisions (Top 3)

<b>34</b>	Business Affairs
<b>22</b>	Academic Affairs
<b>21</b>	Students Affairs

EHS will strategically allocate resources to three divisions with the highest incident rates, implementing tailored support, and targeted injury reduction strategies.

# REGULATORY COMPLIANCE

\* The Environmental Health and Safety Office serves as the liaison for the Occupational Safety and Health Administration (OSHA), Environmental Protection Agency (EPA) and numerous other regulatory agencies. During the reporting period, the university remained generally compliant with applicable environmental, occupational health and safety regulations. No major regulatory violations were identified; however, minor compliance gaps were identified primarily related to training participation, signage and documentation. Corrective actions were initiated for all identified issues; however, some actions remain open due to staffing and budget constraints. A list of regulatory agency results and the Office of Internal Audit findings are listed below:

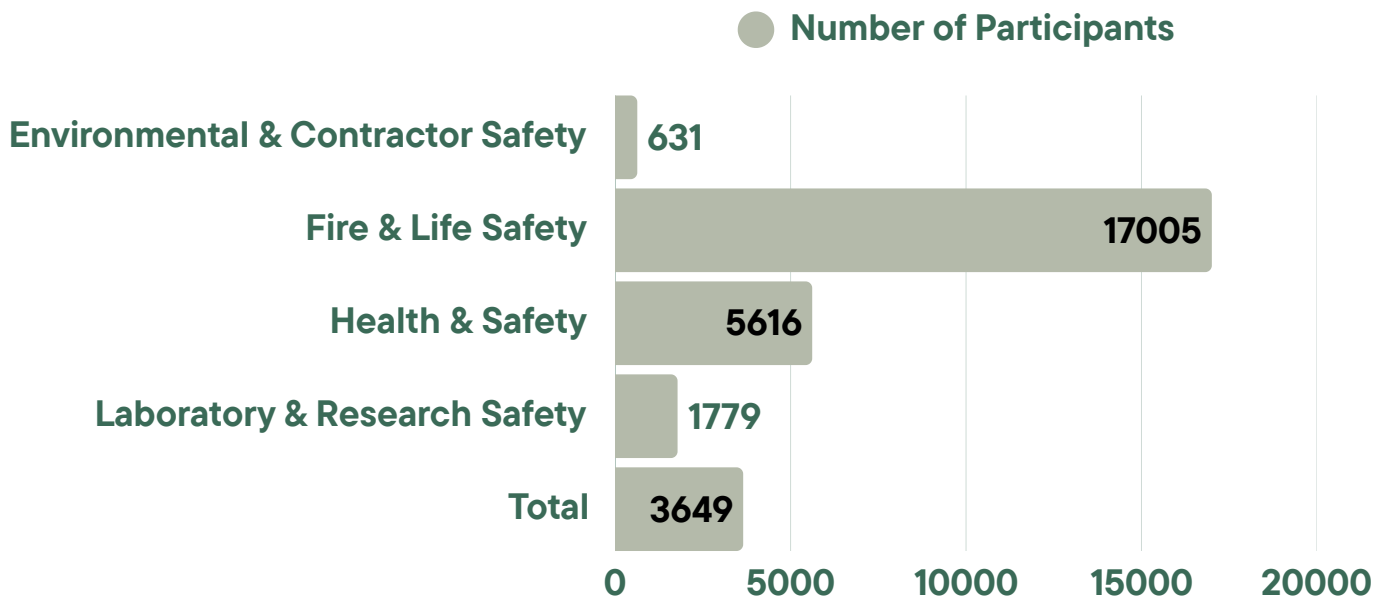


# TRAINING & EDUCATION

## ANALYSIS

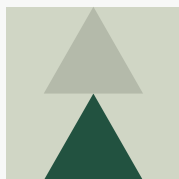
In 2025, faculty, staff and student engagement in EHS training increased significantly, achieving an exceptional 99% completion rate for assigned courses and a 10 % overall growth in participation compared to the previous year.

This success was driven by robust organizational support, high-quality curriculum, and the flexible availability of both online and instructor-led formats. Key educational programs included Building Emergency Evacuation, Fire Safety, Fire Extinguisher, Respiratory Protection, and Laboratory Safety.



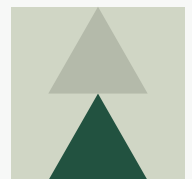
**99%**

Completion Rate of assigned training courses.



**10%**

Increase in training participation



# COMPLIANCE SERVICES



## Assistance Services

- 1,271** Assessments
- 710** Consultations
- 270** Campus Health & Safety Preparedness



## Enforcement Services

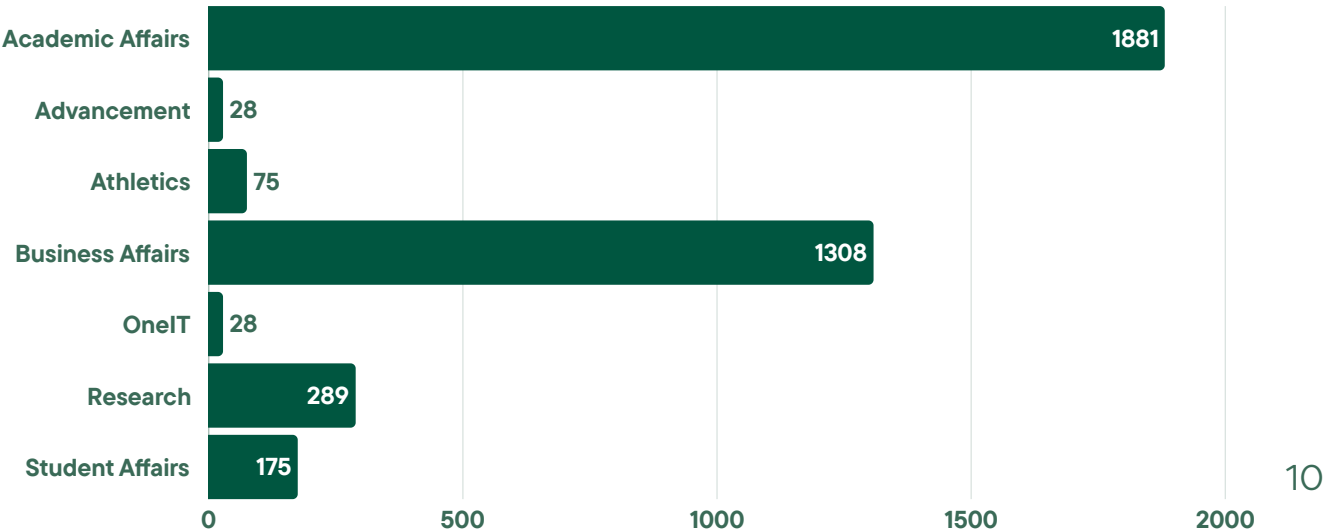
- 2** Audits
- 1,417** Inspections
- 22** Investigations



## OVERALL, COMPLIANCE SERVICES PERFORMANCE INDICATES A HEALTHIER, SAFER, AND A REGULATORY COMPLIANT WORK ENVIRONMENT.

Environmental Health and Safety services are necessary to identify, assess, and control hazard risk. The EHS Office delivered a total of 3,784 services to the campus community, representing a 35% year-over-year increase in overall safety service delivery. This comprehensive support included 2,251 assistance services, 1,441 compliance enforcement services, and 92 distinct, specialized services.

● Services



# CUSTOMER SERVICE SUCCESS



## CUSTOMER FEEDBACK

The Environmental Health and Safety Office strives to provide quality customer services to achieve our mission and vision. Customer feedback data is critical to understanding our ability to provide excellent customer service.

**43**

Customer Feedback Responses

**16%**

Increase in responses

## CUSTOMER SATISFACTION

EHS exceeded its target of 75% customer satisfaction (scores of “SATISFIED” or “VERY SATISFIED”) with a 100% satisfaction score.

**43**

Very Satisfied Responses

**100%**

Customer Satisfaction Rating

# TEAM HIGHLIGHTS



## PROGRAM SUPPORT

\* The Program Support team provides administrative, business process improvement, and recordkeeping services. There are over fifty programs that require enrollment by staff, forms processing, records management, and communication to the campus community on a continuous basis.

Program Revisions

**14**

Records

**400**



## OUTREACH

\* The Outreach team provides marketing, technology, and outreach services. There were 21 outreach events coordinated to increase safety awareness for students, faculty, and staff members. This resulted in an increase of website visits and access to EHS services.

Outreach Events

**11**

Website Visits

**7,757**

# TEAM HIGHLIGHTS



## FIRE SAFETY

\* The Fire and Life Safety team collaborated with the Charlotte Fire Department to complete 26 building campus health and safety preparedness pre-plans to improve response efficiency. Future efforts will focus on completing the remaining 94 assessments.

Building Assessments

**117**

Fire Pre-Plan Assessments

**26**



## LIFE SAFETY

\* The Fire and Life Safety team collaborated with members of the Academic Affairs community and the Fire and Safety Technologist (FAST) organization to complete fire drills. The faculty instructors were able to utilize their classroom session to educate students during these life-saving drills.

Evacuation Drills

**257**

AED Inspections

**155**

# TEAM HIGHLIGHTS



## OCCUPATIONAL HEALTH

\* The Health and Safety team focused on providing occupational health services to the campus community. A major focus of 2025 was completing hearing assessments and respiratory fit testing for campus employees.

Noise & Hearing Assessments

**54**

Respiratory Fit Test

**51**



## OCCUPATIONAL SAFETY

\* The Health and Safety team collaborated with various departments to complete injury incident investigations. The investigations resulted in identifying root causes of injuries and implementing systematic solutions.

Injury Incident Investigations

**22**

Machine Shop Inspections

**55**

# TEAM HIGHLIGHTS



## ENVIRONMENTAL

\* The Environmental and Contractor Safety team manage the Environmental Protection Agency (EPA) compliance. The Spill Prevention Control and Countermeasure (SPCC) program was a major focus for 2025.

SPCC Inspections    Refrigerant Inspections

**318**

**100**



## CONTRACTOR SAFETY

\* The Environmental and Contractor Safety team collaborated with various departments to manage contractor safety on campus. In addition, several building loading docks were assessed and funding secured to ensure fall protection safety.

Construction Site Assessments

**34**

Loading Dock Assessments

**26**

# TEAM HIGHLIGHTS



## LABORATORY SAFETY

\* The Laboratory and Research Safety team collaborated with various academic departments to complete laboratory safety inspections. The inspections revealed common compliance findings. Most findings were corrected; however, repeated issues indicate a need for stronger culture and leadership engagement.

Lab Inspections

**667**

Fume Hood Assessments

**286**



## RESEARCH SAFETY

\* The Laboratory and Research Safety team managed over 31,000 pounds of research-related hazardous waste at the cost of ~\$300,000. The waste removal helped facilitate key building renovations for research expansion. Future efforts will focus on improving waste segregation and accountability.

Hazardous Waste Inspections

**208**

Radiation Assessments

**292**

# CONTINUOUS IMPROVEMENT

## \* PEOPLE

The EHS Office partnered with various academic departments to integrate classroom learning with real-world experiences. This practical learning in the form of guest lectures, public service broadcast videos, and hands-on experience resulted in students' holistic development.

<b>Guest Lectures</b>	<b>2</b>
<b>Video</b>	<b>1</b>
<b>Hands-on Experience</b>	<b>20</b>

## \* PROGRAMS

Compliance programs require continuous improvement to maintain efficiency. The EHS Office updated several written programs and created new digital resources to assist the campus community with injury prevention and regulatory compliance.

<b>Programs Reviewed</b>	<b>14</b>
<b>New Programs</b>	<b>6</b>
<b>Digital Resources</b>	<b>4</b>

## \* PROCESSES

The EHS Office focused on improving the training process in 2025. The project consisted of redesigning course content, administrative work flows, records management and centralizing the content delivery using the Learning and Development Portal.

<b>Courses Reviewed</b>	<b>7</b>
<b>New Courses</b>	<b>5</b>
<b>Safety Talks</b>	<b>17</b>

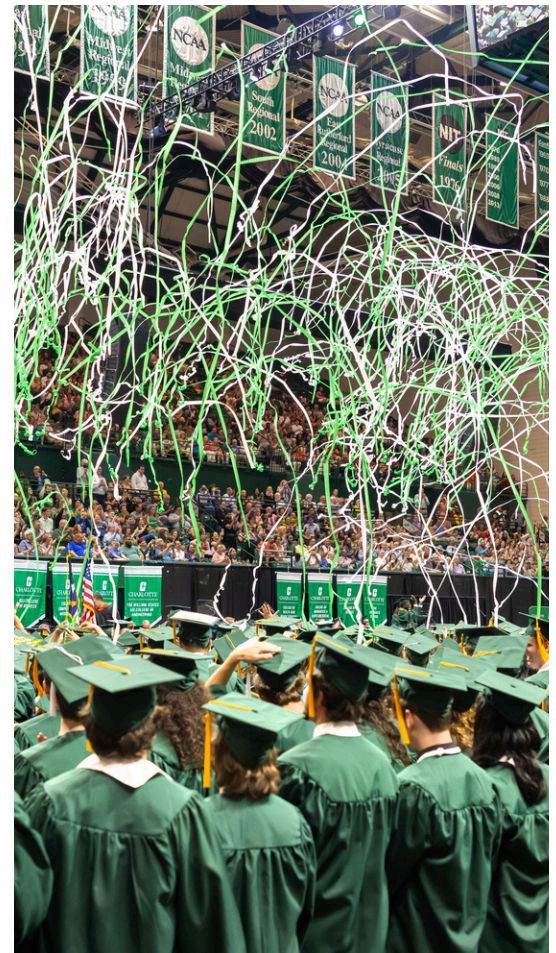
# CONCLUSION

The Environmental Health and Safety (EHS) performance for the reporting year demonstrates continued commitment to maintaining a safe, healthy, and environmentally-responsible campus. Progress was achieved in injury prevention, training, and hazard awareness. These efforts served to protect the health and safety of students, faculty, staff, and visitors, as well as the sustainability of our environment.

At the same time, this report identifies opportunities for improvement, including environmental compliance oversight, recurring safety deficiencies in high-risk areas, and limitations related to staffing, data collection, and resources. Addressing these areas is essential to ensuring regulatory compliance and strengthening the overall safety culture.

**Moving forward,** EHS will focus on engaging leadership to promote environmental compliance, research safety, campus health and safety preparedness, and prioritizing compliance risk interventions. Continuous improvement in EHS performance will require sustained leadership support, active participation from the campus community, and adequate resourcing.

The report serves not only as a record of past performance but as a foundation for informed decision-making and measurable improvements in the coming year.



# CONTACT US



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