ENVIRONMENTAL HEALTH & SAFETY ANNUAL REPORT 2025



UNIVERSITY OF NORTH CAROLINA CHARLOTTE

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EXECUTIVE SUMMARY



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.

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.

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

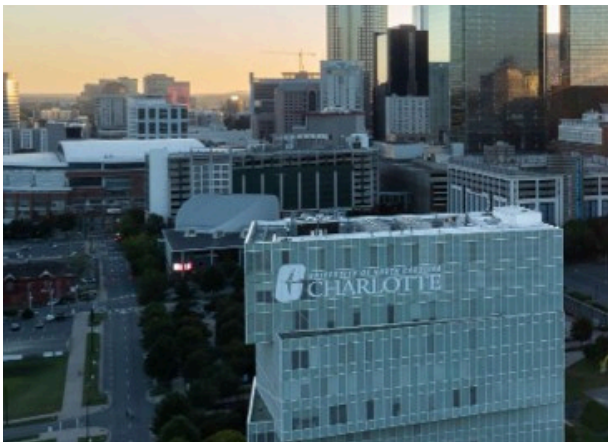
$0 Regulatory Fines

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

0	Deaths
43	Medical Treatment
57	1st Aid / Report Only/ Near Miss

Incident Types (Top 3)

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

Incidents by Divisions (Top 3)

34	Business Affairs
22	Academic Affairs
21	Students Affairs

KEY INSIGHTS

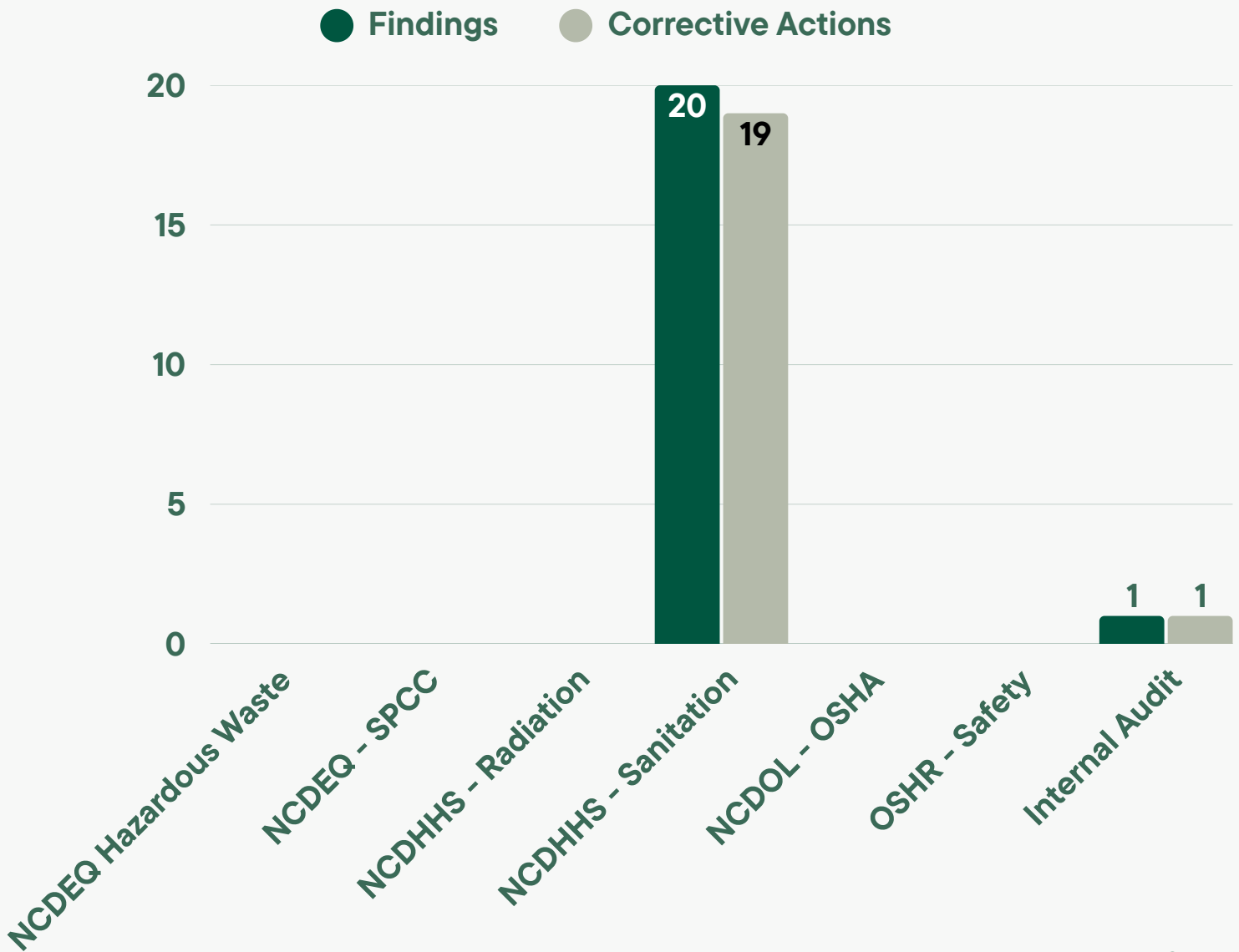
The implementation of the safety training program, outreach, job hazard analysis, supervisor safety resources, hazard assessments, online hazard reporting and inspections are fostering an injury prevention culture.

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

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:

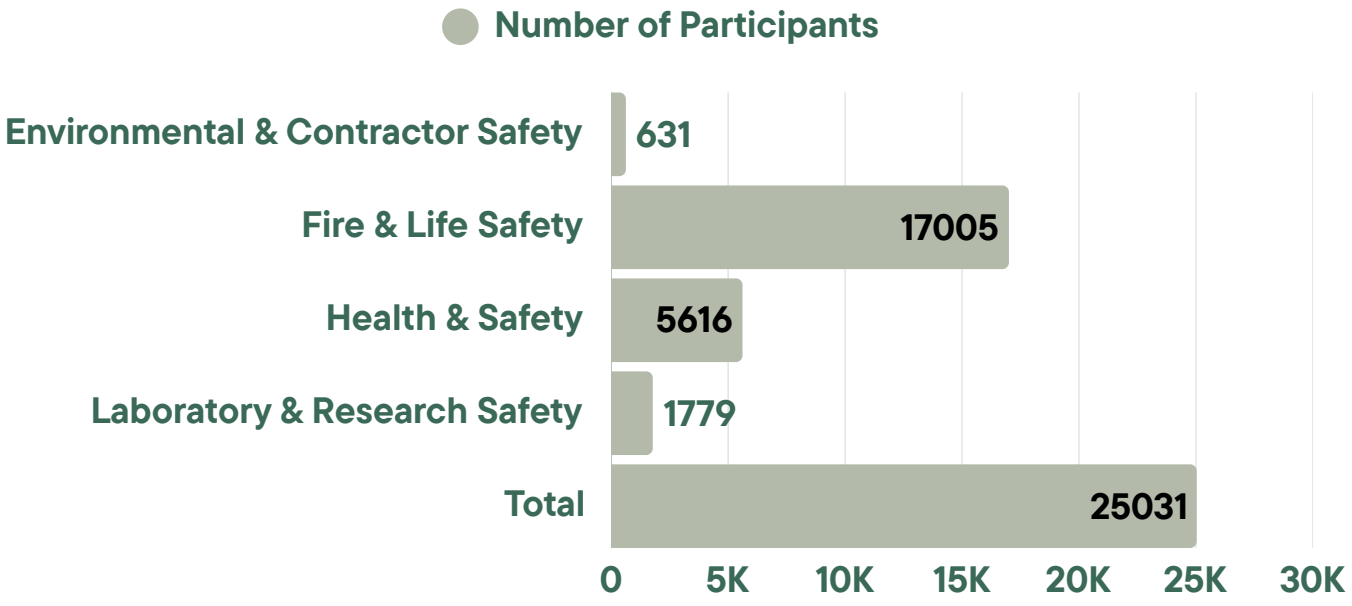


TRAINING & EDUCATION

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

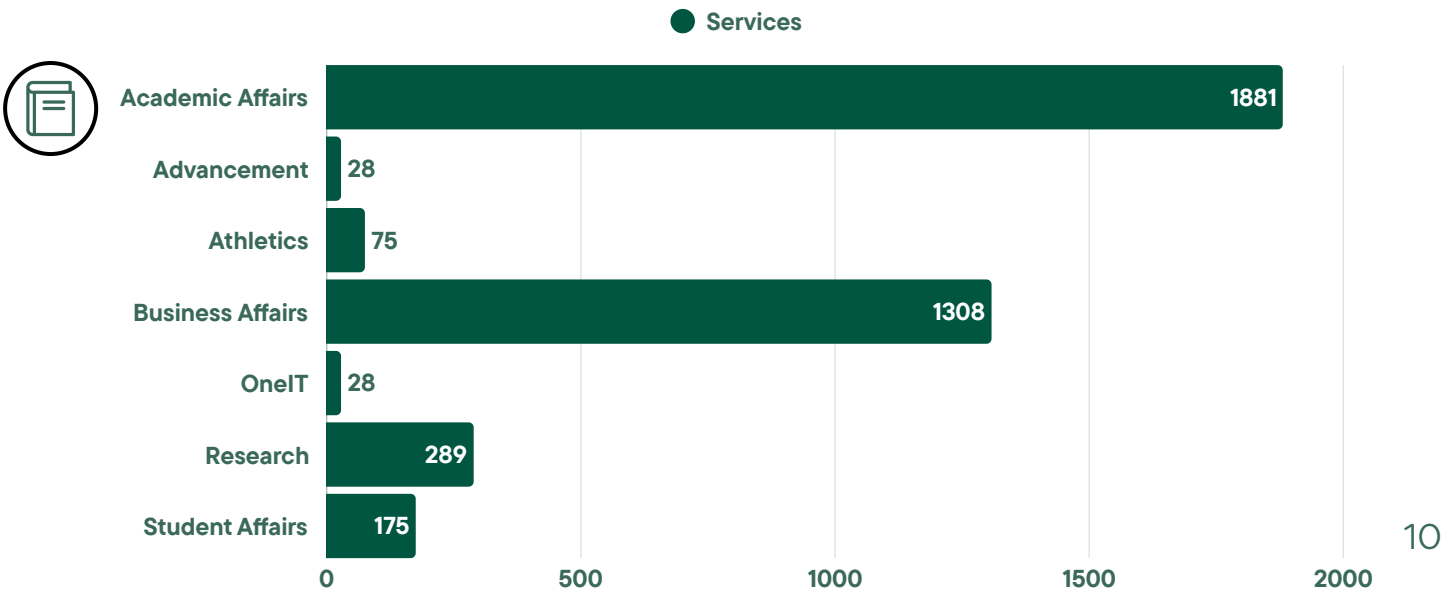
2 Audits

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.



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.

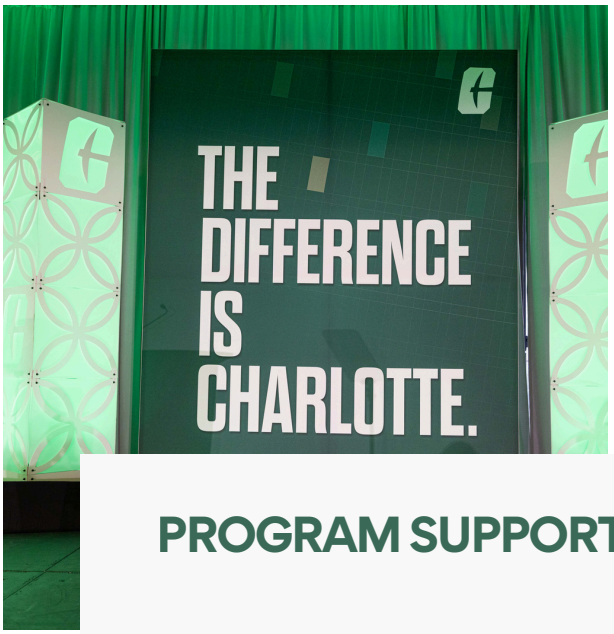
43

Very Satisfied Responses

100%

Customer Satisfaction Rating

TEAM HIGHLIGHTS



* 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 SUPPORT

Program Revisions	Records
14	400



* 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

Outreach Events	Website Visits
11	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	Fire Pre-Plan Assessments
117	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	AED Inspections
257	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	Respiratory Fit Test
54	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	Machine Shop Inspections
22	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	Loading Dock Assessments
34	26

TEAM HIGHLIGHTS



- 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.

LABORATORY SAFETY

Lab Inspections	Fume Hood Assessments
667	286



- 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.

RESEARCH SAFETY

Hazardous Waste Inspections	Radiation Assessments
208	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.

Guest Lectures	**2**
Video	**1**
Hands-on Experience	**20**

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.

Programs Reviewed	**14**
New Programs	**6**
Digital Resources	**4**

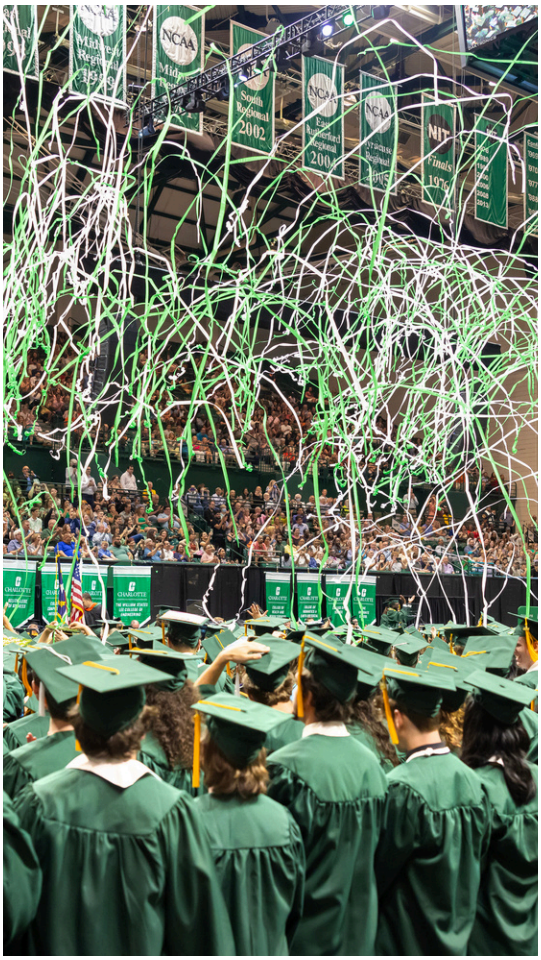
PROCESSES

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.

Courses Reviewed	**7**
New Courses	**5**
Safety Talks	**17**

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.

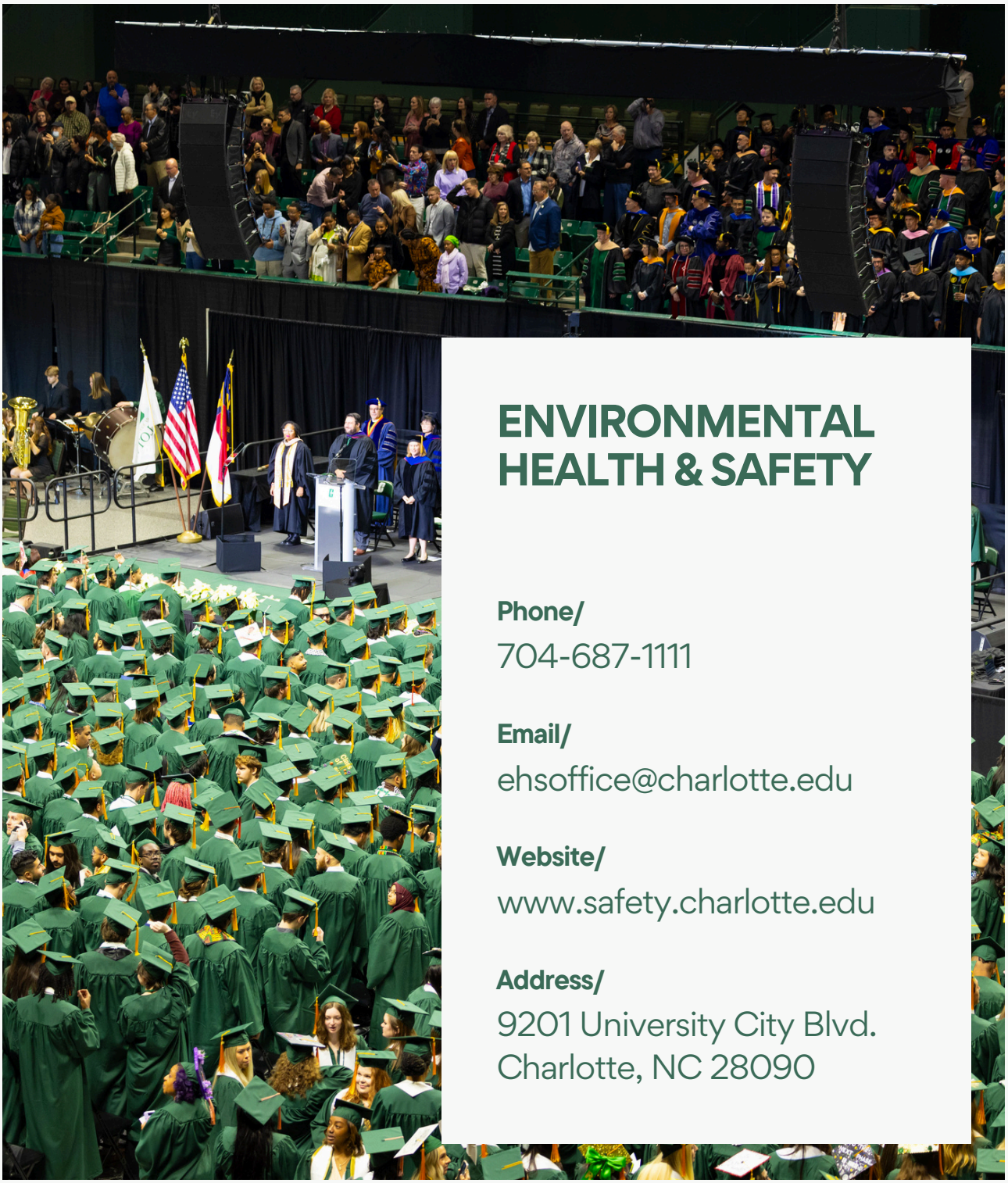


At the same time, this report identifies opportunities for improvement, including environmental compliance oversight, recurring safety deficiencies in high-risk areas, and limitations related to staffing, data collection, and resources. Addressing these areas is essential to ensuring regulatory compliance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