**Seat Belt Policy**

In order to increase employee safety and because seat belts are the best protection against injury or death in a crash [Company Name] has enacted a seat belt policy, effective [Date]. We are committed to employee safety, and recognize that the simple act of buckling up reduces the chance of serious injury or death by 40% to 60% and can save money for [Company Name].

Effective Aug. 1, 2023, the North Dakota state law will become a primary enforcement law and require all front and back seat passengers to be buckled up regardless of age. Children younger than eight years of age are required to ride in a child restraint (car seat or booster seat).

[Company Name] recognizes that seat belts are extremely effective in preventing injuries and loss of life. We care about our employees, and want to make sure that no one is injured or killed in a tragedy that could have been prevented by the use of seat belts.

It will be [Company Name] policy that seat belts shall always be used by both drivers and passengers while traveling on official company business. Employees are strongly encouraged to use their seat belts off the job as well. The purpose of this policy is to establish mandatory belt use as an organizational priority and designate responsibility for implementation and enforcement.

Following the seat belt policy is considered a condition of employment with [Company Name]. Failure to abide by this stated policy will be considered a breach of that condition of employment and subject the person in violation to disciplinary action, including suspension and possible termination.

I acknowledge that I have received a written copy of the seat belt policy, that I fully understand the terms of this policy, that I agree to abide by these terms, and that I am willing to accept the consequences of failing to follow the policy.

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Employee Signature Date

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Employee Name (printed)