

Liberty University Comprehensive Safety Plan/Policy

A. INTRODUCTION

Grounded in our belief that safety begins with caring and inspired by the call to “encourage one another and build one another up,” Liberty University is committed to fostering a culture where safety is shared, hazards are recognized early, and every individual feels valued. Environmental Health & Safety (EHS) core values of Integrity, Caring, Knowledge, and Relational Commitment shape the Six Pillars of Safety Success that guide, strengthen, and protect our community.

To provide a fuller understanding of who we are, this Plan includes the Environmental Health & Safety Mission Statement, Vision Statement, Purpose Statement, Core Values, and Six Pillars of Safety Success.

Mission Statement: "Foster a culture of safety rooted in mutual care, where the well-being of every individual is a shared responsibility and a guiding principle in all we do."

Therefore, encourage one another and build one another up.
1 Thessalonians 5:11

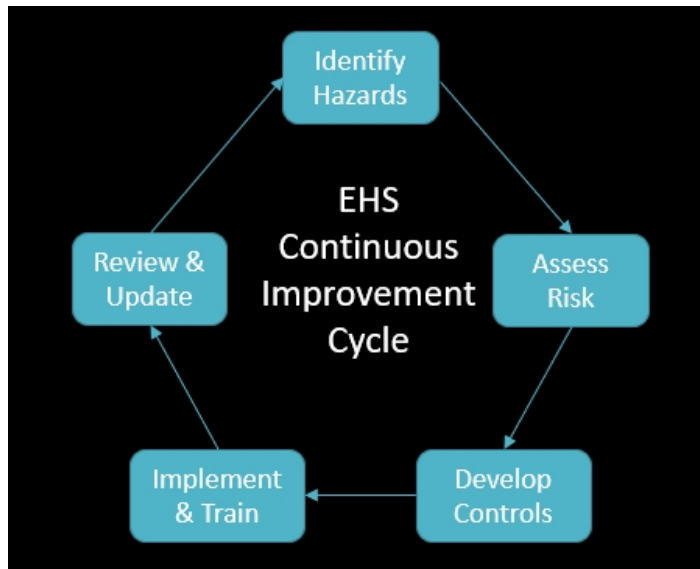
Vision Statement: Establish a culture of safety that demonstrates genuine care, fosters hazard awareness, and equips all individuals to address and escalate safety concerns to protect the Liberty University community.

Purpose Statement: Foster a Christ-centered culture of care that values people, manages risk, and promotes shared responsibility for safety and compliance.

Grounded in biblical principles and aligned with Liberty’s mission, EHS exists to guide, support, and equip our community to steward God’s resources wisely, honor Him through safe conduct, and strengthen a campus environment where people can learn, work, and serve with confidence and peace of mind.

As part of this mission, EHS proactively partners with individuals and departments to identify potential hazards and mitigate risks through a continuous improvement cycle, assessing risks, developing

controls, implementing training, and routinely reviewing and updating safety practices. Through this ongoing, collaborative process, we foster a culture where safety is lived out daily as an expression of care, integrity, and Christian stewardship.



Core Values:

Integrity - We must be honest with ourselves and others, act ethically and transparently in all we do, and be accountable and follow through on our commitments.

Caring - We will actively listen, pursue understanding, and empathize with the experiences and challenges of others, caring for the well-being of all those we encounter.

Knowledge - We will continuously pursue knowledge in our field and share it freely so that employees understand risks and how to protect themselves and others.

Collaborative Stewardship - We work together as stewards of our community's well-being. Through partnership, trust, and meaningful engagement, we equip and empower individuals to proactively manage risks and strengthen a culture of safety that benefits everyone.

Engagement & Empowerment – We foster a culture where every individual is informed, involved, and empowered to make a difference. By encouraging participation and developing safety competence, we inspire personal ownership and proactive decision-making.

Six Pillars of Safety Success

The Six Pillars of Safety Success further illustrate the framework that underpins our safety culture.

6 Pillars to Safety Success

Hazard Recognition

Actively identifying conditions, behaviors, or situations that could cause harm and mitigating those risks before they lead to an incident.

Communication

Open, honest, and timely exchange of safety information that builds understanding, encourages reporting, and supports safe decisions.

Education

Providing and applying practical safety knowledge so individuals are equipped to recognize risks and act responsibly.

Environment

The physical spaces, systems, and workplace culture that shape how safely people can perform their work each day.

Collaboration

A shared commitment to safety through teamwork, mutual respect, and collective problem-solving.



Accountability

Personal and organizational ownership of safety responsibilities, actions, and outcomes that protect people and uphold trust.

To effectively meet our responsibilities, EHS has developed this Comprehensive Safety Plan. The Plan is managed by the Environmental Health & Safety Office and is reviewed annually to ensure it aligns with the University's operational needs. All written programs and records associated with this Plan are available for review in the Environmental Health & Safety Office.

B. PURPOSE

The purpose of Liberty University's Environmental Health & Safety program is to cultivate a campus environment where "Safety Begins by Caring." This program is grounded in mutual care, guided by integrity, strengthened by knowledge, and demonstrated through meaningful relationships. We aim to ensure that every member of our community feels valued, remains aware of potential hazards, and is empowered to speak up and take action to protect themselves and others. Through the Six Pillars to Safety Success, we bring our mission and vision to life by fostering a proactive safety culture in which well-being is shared, and safety is woven into all we do.

Environmental Health & Safety (EHS) operates within the Office of Security and Public Safety. Liberty University is committed to providing a safe and healthy environment for all campus activities. To support this commitment, EHS has established this safety policy to define roles and responsibilities and to outline compliance expectations with all applicable federal, state, and local regulations, as well as University policies and procedures related to worker and public health. This policy, along with the related policies, programs, and procedures on the [EHS Website](#), provides the framework that all individuals shall promote.

C. SAFETY CULTURE

Safety at Liberty University is a shared cultural commitment shaped by the collective knowledge, beliefs, values, and attitudes of every department and every individual. Each area of the University contributes to or diminishes its cultural impact, and Environmental Health & Safety plays a vital role in strengthening Liberty's broader mission. Campus safety requires unified collaboration built on shared goals, established safety systems, accessible tools, a common language, and well-defined expectations. When these elements are consistently communicated and practiced, every employee and student is equipped and empowered to support one another in maintaining a safe, caring, and compliant environment as part of their daily routine.

D. APPLIES TO

This Policy applies to all University faculty, staff, students, contractors, vendors, volunteers, and visitors who are present on or within university facilities and properties.

E. RESPONSIBILITIES

Environmental Health & Safety (EHS)

Environmental Health & Safety is responsible for implementing University health and safety policies and procedures across biological, chemical, occupational, public health, and environmental domains. Operating under the authority of the Senior Vice President of Ethics & Compliance, Vice President of the Office of Security & Public Safety, and ultimately the University President, EHS serves as a collaborative partner to all University departments.

EHS maintains up-to-date written policies, procedures, and training materials to support employees and provide clear, practical guidance. The [EHS webpage](#) provides easily accessible resources that support informed decision-making and promote awareness of health and safety responsibilities. Safety communication is enhanced by translating regulatory requirements into understandable expectations and promoting consistent messaging across campus.

EHS conducts risk-based assessments that emphasize early hazard recognition and timely corrective action. When concerns arise, EHS works constructively with supervisors and teams to document issues, escalate them appropriately, and resolve non-compliance in a supportive, solutions-focused manner. The department also verifies the appropriate use of essential safety tools such as Campus Optics and ServiceNow, enabling departments to track actions, monitor risks, and maintain compliance.

As a technical resource and subject matter expert, EHS provides regulatory interpretation, guidance, and expertise to help departments make informed decisions that protect people and property. When imminent hazards are identified, EHS exercises Stop Work Authority as a shared commitment to preventing harm. The department also conducts regular inspections of fire extinguishers, AEDs, eyewash stations, and other regulated life-safety equipment to ensure readiness.

During emergencies, EHS responds to incidents such as chemical spills, construction accidents, fluid leaks, fires, and more. Within the Emergency Operations Center, EHS assesses risks, advises on protective actions, coordinates with first responders, assists with PPE, and provides additional support as needed, and serves as the Safety Officer within the Incident Command System to ensure

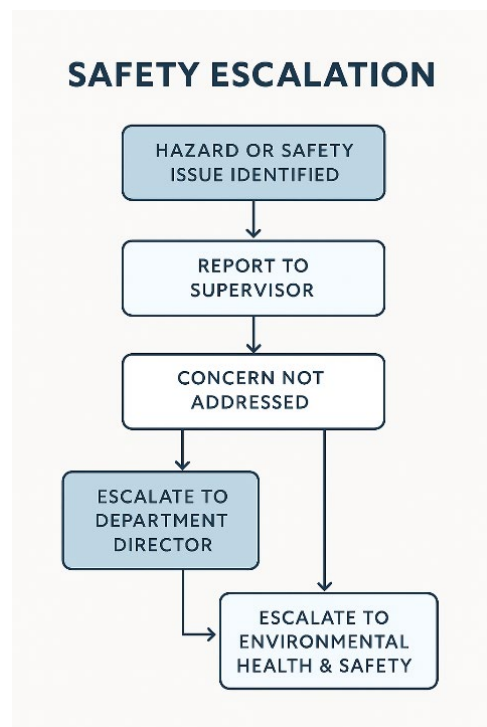
safe operations. EHS also guides building closures, continuity planning, and safety communications while maintaining regulatory compliance and thorough documentation.

Beyond response efforts, EHS strengthens preparedness by providing emergency training, conducting drills, and participating in tabletop and live exercises. Through partnership and continuous engagement, EHS helps cultivate a campus culture where safety is shared, communication is open, and every individual feels supported in protecting themselves and others.

Employees

Safety at Liberty University is rooted in our care for one another. Every employee plays an active role in creating a safe and healthy environment by working thoughtfully, staying aware of potential hazards, and speaking up when something doesn't seem right. Rather than following safety rules only because they are required, we practice them because we value one another's well-being. By making safe choices, supporting our coworkers, and addressing risks before they cause harm, we help create a culture where everyone returns home safely each day. Employees shall remain alert to potential hazards, take reasonable steps to mitigate risks, and work in a manner that prevents harm.

Employees shall meet with their supervisor to discuss workplace hazards, required controls, and personal protective equipment as outlined in the Job Hazard Analysis (JHA). Employees will complete all the necessary safety training and adhere to established controls before beginning work. Employees shall promptly report unsafe conditions or potential risks to their supervisor. If concerns are not addressed, employees have the right and responsibility to escalate issues to the department director or EHS.



Compliance with safety policies, procedures, and training requirements is mandatory. Failure to comply may result in corrective action, up to and including disciplinary measures. Employees are also expected to actively participate in safety programs and help maintain a safe work environment.

Supervisors

Supervisors play a central role in sustaining the University's safety culture. They are responsible for overseeing compliance with regulatory requirements and University policies within their areas of oversight. This includes implementing appropriate work controls, promptly addressing safety concerns, and correcting unsafe conditions in consultation with Environmental Health and Safety (EHS). **EHS provides technical guidance, hazard communication, and support; however, disciplinary action for non-compliance remains the responsibility of supervisors, leadership, and Human Resources.**

Supervisors are expected to lead, by example, by demonstrating high safety standards and taking action when those standards are not met. They are responsible for identifying workplace hazards and determining necessary controls and protective equipment through the Job Hazard Analysis (JHA) process. The accuracy of the JHA is very important. It shall be up to date and reviewed regularly with employees to communicate the hazards associated with job functions and the controls being implemented to protect employees. The supervisor shall verify that the JHA is understood before work begins.

All supervisors are required to complete the online JHA training. EHS also offers an optional in-person course designed to train and mentor supervisors in hazard identification, employee communication, and practical field application. New supervisors can receive mentoring from EHS personnel to ensure they understand their responsibilities, particularly when overseeing sensitive job functions.

Classified as Safety Sensitive job functions are work activities with heightened risk in which errors or lapses in judgment could result in significant injury, environmental impact, operational disruption, or regulatory non-compliance. These tasks require specialized training, precise adherence to procedures, and heightened situational awareness. Supervisors shall ensure that employees performing these functions demonstrate competence, receive appropriate training, and have the necessary resources to work safely.

Failure to complete JHAs and verify compliance may result in disciplinary action. **Supervisors, not EHS, are responsible for initiating and carrying out disciplinary measures within their chain of command.** When EHS personnel observe a trained employee working unsafely, an EHS Notice of Non-Compliance (NNC) will be issued to the immediate supervisor and director to communicate the observed issue.

The Notice of Non-Compliance (NNC) is a tiered communication system that escalates awareness and accountability for repeated safety violations involving the same or similar safety issues by an employee. The NNC informs leadership of ongoing concerns so they can take appropriate action. **Any disciplinary action must follow Human Resources policies and be carried out by supervisors, directors, executive leadership, or HR, not EHS.** The process works as follows:

- **Employee 1st offense:** NNC issued to the immediate supervisor and director to notify them of the employee's safety issue.
- **Employee 2nd offense:** NNC issued to the immediate supervisor, director, and executive officer, elevating the level of awareness and concern.
- **Employee 3rd offense:** NNC issued to the immediate supervisor, director, executive officer, and Human Resources. At this stage, all decisions and actions involving the employee are handled in coordination with Human Resources.

Deans, Directors, and Department Heads

Deans, Directors, and Department Heads provide essential oversight to support their departments in meeting regulatory and University safety requirements. They are expected to uphold safe working conditions, support timely correction of identified hazards, and maintain an accurate Building and Emergency Contact Listing (BEC List) to ensure prompt, effective emergency communication.

Executive Leadership

The President of Liberty University holds ultimate responsibility for the health and safety of the University community and directs the implementation of the Comprehensive Safety Plan and Policy. To fulfill this responsibility, the President delegates authority through the organizational structure to the Provost, Vice Provost, Vice Presidents, Chancellor, and Deans.

In carrying out these delegated responsibilities, leaders at all levels are expected to promote a strong culture of health and safety within their areas of oversight. They shall oversee the facilities, equipment, and daily practices support a safe work and academic environment. Leaders are responsible for providing individuals under their supervision with the authority, guidance, and resources needed to effectively implement applicable health and safety regulations, policies, and procedures. This includes understanding and adhering to all relevant safety plans across university workplaces, classrooms, laboratories, fieldwork locations, and student life areas.

Leaders shall enforce compliance with required health and safety training, establish priorities for corrective actions, and allocate resources to promptly resolve identified deficiencies. Through consistent oversight and intentional leadership, they help uphold health and safety as a shared and integral responsibility across the University.

F. EVENT VENDOR AND CONTRACTOR SAFETY

Contractors and vendors shall adhere to all applicable laws and to university policies, procedures, and environmental health and safety requirements found on the EHS website under *LU Event Vendor and Contractor Safety*. They are responsible for immediately reporting any incidents and implementing the appropriate safeguards to prevent injury and property damage within their work areas.

G. COMMITTEES

The mission of the University's Safety Committees is to strengthen a culture of health and safety across the University by promoting safe practices, identifying and mitigating hazards, and supporting compliance with applicable regulations and University policies. Through collaboration, the committees help safeguard the well-being of students, faculty, staff, visitors, and contractors, reinforcing the University's commitment to a safe and healthy environment for learning, working, and living.

The Construction Safety Committee meets monthly to review ongoing and upcoming projects, address identified safety concerns and implement mitigation strategies for hazardous job-site activities. Committee membership includes representatives from Planning & Construction, Emergency Management, LUPD, and EHS. The committee is chaired by the Director of EHS or a designated representative.

The Event Assessment Committee meets quarterly to evaluate upcoming events, identify potential risks, and develop appropriate mitigation strategies. Members include representatives from Risk Management, Emergency Management, LUPD, Event Support, and EHS, with additional participants added as needed. The Director of EHS or a designee chairs this committee.

EHS is also available to assist departments in establishing departmental safety committees to identify hazards, reduce risk, and strengthen safety training and culture within their operational areas.

H. SUSPEND, RESTRICT, OR CLOSE UNSAFE OPERATIONS

The University authorizes the Director of Environmental Health & Safety (EHS) or their designee to immediately suspend, restrict, or close any operation that presents an imminent danger to life, health, safety, property, or the environment; constitutes a serious or repeated violation of university safety requirements; or results in a confirmed or imminent violation of regulatory requirements.

When an operation is suspended, affected personnel and their direct supervisor will be notified immediately, along with the Vice President of the Office of Security & Public Safety. For contractor activities, EHS will also notify the Planning & Construction project management chain and, when required, the appropriate regulatory agency.

Operations may resume only after approval from the EHS Director (or designee), the Sr. Vice President of Ethics & Compliance, or the Vice President of the Office of Security & Public Safety.

I. ENFORCEMENT

Violation of this Comprehensive Safety Plan and Policy may result in suspension of operations as defined in Section G and may also subject individuals to disciplinary action, up to and including termination or expulsion, pursuant to university policy.

J. EHS ALIGNMENT WITH THE UNIVERSITY STRATEGIC PLAN

Environmental Health & Safety affirms its full alignment with Liberty University's Strategic Plan and its mission to develop Champions for Christ who embody the values, knowledge, and skills necessary to impact the world. EHS supports this mission by fostering an environment where people are cared for,

integrity informs decision-making, and the pursuit of knowledge equips individuals to recognize, control, and reduce risks.

Through collaboration, continuous improvement, and responsible stewardship of university resources, EHS advances institutional priorities related to operational excellence, community well-being, and servant leadership. By integrating safety into daily operations, academic programs, and campus life, EHS helps create conditions that enable students, faculty, staff, and visitors to thrive and to fulfill their God-given purpose.

K. FLAMES INTEGRATION

Environmental Health & Safety at Liberty University integrates the University's FLAMES values into daily operations, decision-making, and leadership practices. These principles provide a Christ-centered framework that strengthens our safety culture, reinforces personal accountability, and ensures that care for people and stewardship of resources remain central to everything we do.

Faith First: Keeping Faith at the Core of Everything We Do

Action:

Integrate faith-guided care, integrity, and stewardship into all safety practices and interactions.

Implementation:

EHS approaches safety as an outward expression of faith by prioritizing the protection and well-being of others. Decisions related to hazard identification, risk mitigation, and compliance are grounded in biblical principles of care, accountability, and stewardship. EHS personnel lead with humility, trust, and respect, recognizing that every individual carries inherent value as God's creation. Faith is reflected in ethical decision-making, compassion during difficult situations, and a commitment to doing what is right, even when it is difficult or inconvenient.

Lifelong Learning: Encouraging Continuous Personal and Professional Growth

Action:

Promote continuous growth in safety knowledge, skills, and spiritual maturity.

Implementation:

EHS fosters a learning culture by providing ongoing training, professional development, and knowledge-sharing opportunities that strengthen hazard awareness and regulatory understanding. Employees are encouraged to stay current with emerging risks, best practices, and industry standards, and to reflect on how learning enables better service to others. Lessons learned from incidents, inspections, and assessments are used to improve systems and prevent recurrence, reinforcing continuous improvement as a shared responsibility.

Authentic Christian Culture: Promoting a Genuine and Vibrant Christian Community

Action:

Model Christ-like character through transparency, accountability, and mutual respect.

Implementation:

EHS reinforces an authentic Christian culture by encouraging open communication, respectful dialogue, and a supportive approach to safety concerns. Individuals are empowered to speak up without fear of retaliation, knowing that concerns will be addressed with fairness and care. EHS collaborates with departments, focusing on education, coaching, and solutions rather than on blame, fostering trust and reinforcing shared ownership of safety across the University.

Mission-Driven Excellence: Pursuing the Highest Standards in All Our Endeavors

Action:

Uphold high standards of safety, compliance, and operational excellence in support of the University's mission.

Implementation:

EHS demonstrates excellence by maintaining robust safety programs, accurate documentation, and consistent enforcement of standards. Risk assessments, inspections, and training efforts are conducted diligently and proactively to protect people, property, and the environment. By aligning safety initiatives with the University's mission, EHS helps promote operational excellence that directly supports Liberty's academic, residential, and spiritual objectives.

Engaged Community: Building Strong, Supportive Relationships Within and Beyond Our Campus

Action:

Strengthen partnerships that enhance shared responsibility for safety.

Implementation:

EHS actively collaborates with faculty, staff, students, contractors, and external partners to build a unified safety culture. Through committees, training, outreach, and daily interactions, EHS fosters relationships rooted in trust and shared goals. Engagement efforts focus on listening, understanding operational needs, and working alongside departments to develop practical, effective safety solutions that support the broader Liberty community.

Stewardship and Service: Investing in Others So They Can Fulfill God's Calling

Action:

Serve the campus community by responsibly managing risks and protecting God's resources.

Implementation:

EHS practices stewardship by safeguarding human life, University assets, and the natural environment entrusted to Liberty University. Resources are allocated responsibly to prevent harm, reduce waste, and support sustainable operations. Through service-focused leadership, EHS equips individuals and departments with the tools, guidance, and knowledge needed to work safely, enabling them to pursue their calling with confidence and peace of mind.

L. CONCLUSION: A CALL TO COOPERATION ROOTED IN BIBLICAL PRINCIPLES

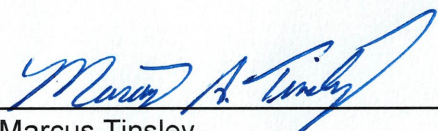
Creating and sustaining a safe workplace is a shared commitment, one that requires cooperation, accountability, and genuine care for one another. As a Christian community, we recognize that safety is not merely a regulatory expectation but an expression of our faith in action. Scripture reminds us to “encourage one another and build one another up” (1 Thessalonians 5:11), emphasizing that the well-being of our community is a responsibility we carry together. Likewise, Colossians 3:23 urges us to “work heartily, as for the Lord,” calling us to approach every task with integrity, diligence, and excellence.

When we embrace these biblical principles, care for others, stewardship of our resources, and accountability in our actions, we strengthen the culture that distinguishes Liberty University. Every individual, regardless of role, contributes to a campus where people feel valued, hazards are recognized early, and safety concerns are elevated without hesitation.

Your partnership is essential to this mission. By working together, communicating openly, and supporting one another, we ensure that Liberty University remains a safe, healthy, and Christ-honoring environment for all who learn, serve, and lead here.

Document Approval Sheet

Liberty University Comprehensive Safety Plan/Policy



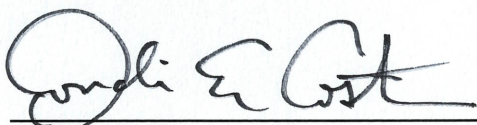
Marcus Tinsley
Vice President
Office of Security & Public Safety

Date: 7/20/26



Jeff Hulbert
Sr. Vice President
Ethics & Compliance

Date: 20 Jun 26



Dondi Costin
President
Liberty University

Date: 21 July 2026

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Revision Tracking

Revision Number	Revision Description	Revision Location	Date Originated/ Revised	Policy Author/Reviser/R viewer	Policy Approvers
	Draft			Greg Bennett- Author	Marcus Tinsley
				John Peterson-RVW	Dondi Costin
				Vickey Jaynes - RVW	
	Original		July 2026		Marcus Tinsley, Jeff Hulbert, Dondi Costin