

Driving Requirements

WACOSA places a strong emphasis on community integration for our clients/ consumers. Not only do we have daily commitments to provide contracted vocational services, but also transportation services. For these reasons driving is considered an essential job function for many direct care and support positions as well as maintenance and material handling/ production positions. Failure to maintain an acceptable driving record may affect status of employment.

Determination of acceptable driving records is based upon annual reviews of individuals' Motor Vehicle Records (MVRs) by WACOSA's auto insurance carrier and WACOSA's HR/Transportation department. A WACOSA Driving Eligibility Committee composed of the Program/QA Director, Human Resources Director, and Transportation Coordinator shall review driving incidents in order to determine driving eligibility should issues arise in the interim.

An individual may be qualified to transport and/ or drive a WACOSA vehicle if she/ he:

- Can certify that she/ he has and can maintain a valid Minnesota Driver's License (or will obtain one within 30 days if not a MN resident);
- That she/ he is not subject to any disqualification, suspension, revocation, or cancellations;
- Is at least 18 years of age;
- Can pass a driving policy/ skills and road test with the Transportation Coordinator;
- Can secure and maintain a DOT Health Card (where applicable);
- Has and can maintain an acceptable driving history (see below for unacceptable guidelines).

A driving history may be unacceptable if (1) one or more of the following exists during the most recent (3) three-year period:

- DWI/ DUI;
- Reckless Driving;
- Suspended License;
- Serious Speed Violation;
- Drug Offense;
- Hit and Run/ Leaving the scene of an accident;
- (2) Two or more at-fault accidents;
- (3) Three or more moving violations;
- Less than (3) three years of driving experience.

It is the responsibility of the individual to notify WACOSA if she/ he feels there is any reason why they may not be eligible to safely transport or operate a vehicle for WACOSA.

WACOSA and its insurance carrier reserve the right to qualify or disqualify any individual from transporting or operating a WACOSA vehicle.

Refer to the DOT Health Card & MVR Policy/ Exam Release for additional information.

WACOSA is an EO/M/W/Disability/AA Employer

WACOSA will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, gender, gender identity, sexual orientation, age, disability, marital status, familial status, membership or activity in a local human rights commission, or status with regard to public assistance. We will take affirmative steps to ensure that all of our company's employment practices are free of discrimination.

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