

## **Suggestions for Best Practice Mixed-Gender CMV Training**

- **Best Practice for Over-the-road (OTR) training environment regarding sleeping accommodations** - Trainee and trainer should not be required to share sleeper berth.
  - Hotel accommodation should be secured during OTR training.
  - The use of hotels and separate sleeping areas during training exponentially reduces the opportunity for a poor training environment and exponentially increases personal safety for both trainer and trainee.
- **CMV Trainers and Trainees should have the same rights and protections.**
- **Best Practice for CMV training** - Female Trainers & Trainees should have the option to choose the gender of trainer they are most comfortable with.
  - We know this is a challenge to implement because there are so few female trainers. New female drivers may have to wait for their CMV training until a female trainer is available.
- **Best Practice OTR training regarding new driver supervision** - the Trainer should be 'OnDutyNotDriving' while trainee is 'OnDuty/OnDutyDriving'.
  - Trainee and Trainer should operate on trainer's clock basically.
  - Running as a "team" while training often leads to unsafe, inappropriate and uncomfortable situations.

- The team training situation prioritizes movement of freight over safety of driver in training.
- New driver hires should be continuously supervised and not given an unsupervised driving shift.
- **Mutual Expectation Guidelines** - The code of conduct and expectations should be clear and communicated and agreed upon before training begins.
- **A neutral mediator or complaint process** should be available to both trainee and trainer to quickly address issues.
- **All parties should be informed and educated** about what constitutes “harassment” and sign a statement agreeing to a zero tolerance for harassment of any kind.
- **If a trainee harasses the trainer**, the trainer should have the authority to swiftly remove trainee from the tractor.
- **If a trainer harasses the trainee**, the trainee should have the right to swiftly exit the training situation and be reassigned to a different trainer without retribution.

## **Other Suggestions:**

### **1. Creation of National Registry of Carriers and ELDT Providers agreeing to comply with Industry Best Practices regarding:**

- Mixed gender training environment
- Harassment training and education of all employees
- Personal safety training for drivers

- Key all tractors individually
- Provide emergency/panic button technology for drivers
- Provide safe and paid parking for drivers
- Commitment to building “shipper of choice” relationships with customers to provide safe work environment for drivers - especially female drivers

**2. Create Hotline for female drivers to report harassment and receive “next step” guidance**

**3. Create & Launch FREE FMCSA Safe Driver Ap. The Ap could include the following:**

- How to stay safe tips
- What is harassment and how to avoid it
- Who to call if you have safety issues
- How to choose a harassment free employer/carrier
- Link to Registry of Best Practice Carriers and ELDT P providers
- List best practices for carriers and CMV driver training
- Report harassment issues

**4. Work with state legislatures to insure hygiene facilities are provided for drivers at customer locations. Heated/Cooled/piped plumbing facilities with functional locks shouldn't have to be legislated but some states are turning to that option to address the ongoing issues.**

**5. Work with state and local communities to ensure adequate safe parking/staging (with driver facilities) is built into industrial/freight/warehouse zoning codes.**