



Operations Attachment: Uber Tiered Infraction Policy

Tempe, AZ

HWY18MH010

(2 pages)

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Overview

This page includes additional resources not found in the training space and all policies in place for operators. Please review these policies and become familiar with them. Expect this page to be updated as soon as new policy changes are in place.

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Tiered Infraction Policy

The purpose of this policy is to ensure that Uber and the public can rely on ATG Operators to safely operate Uber's Self-Driving fleet on public roads. This policy only addresses behavior and incidents related to the operation of vehicles. Behavior and incidents related to professional misconduct or that otherwise violate Uber or ATG employee policies fall under those policies and will be adjudicated accordingly.

Critical

Incidents or behaviors that put people and/or ATG at grave risk or create or risk creating large avoidable costs. Such incidents or behaviors call into question the judgement or abilities of the operator, puts employees, passengers, or the public in harm's way, and/or creates opportunity to damage the public reputation of Uber and/or ATG.

Examples include but are not limited to:

- Use of drugs/alcohol while operating a vehicle, including prescription medications that impair the operator's ability to safely operate a vehicle
- Any physical mobile device usage/interaction while the vehicle is in motion (including for example, smart watches)
- Willful or reckless negligent driving behavior (whether a moving violation or not), including but not limited to:
 - Reasonably avoidable accidents or near-misses that could have or did result in significant property damage or injury (to specifically include in-garage damage such as damage to lidar equipment)
 - Reasonably avoidable running of red lights or stop signs (e.g. flagrantly continuing through an intersection at speed through a clearly visible and stable red light; this category would NOT include a "rolling stop" at a stop sign)
 - Any other behavior resulting in diminished capacity to safely operate the vehicle

Policy: Critical infractions will usually result in termination. Mitigating factors could include complex situations in which the operator made a best-effort decision to avoid a more serious or dangerous outcome.

Serious

Incidents or behaviors that put people and/or ATG at serious risk, or risk creating significant avoidable costs

Examples include but are not limited to:

- Most moving violations short of critical (e.g. no right turn on red, speeding, running a light that just turned red)
- Improper cell phone usage short of critical (e.g. using cell phone at a stoplight)
- Failure to yield to pedestrians or oncoming traffic short of critical (e.g. where 3rd parties had the right of way but were not placed in immediate danger)
- Avoidable incidents or accidents that created or risked creating a moderate-to-serious amount of property damage
- Carrying on extensive non-work-related conversations over bluetooth

Policy: For a first occurrence, serious infractions will usually result in remedial training, as appropriate. Further infractions within a 90-day period may result in additional action, up to and including termination. Mitigating factors could include complex situations in which the operator made a best-effort decision to avoid a more serious or dangerous outcome. Aggravating factors could involve a failure to self-report a serious infraction, leading to additional action up to and including termination for a first occurrence.

Negligence

Incidents or behaviors that could create avoidable costs/risks. Not exclusively indicative of poor performance but a trend can suggest a more serious performance issue.

Examples include but are not limited to:

- Failure to execute proper operator technique or procedure (hovering, hand placement)
- Minor in-garage damage to vehicle or equipment
- Minor but avoidable on-road incident or damage (e.g. curb strike)

Policy: Negligent infractions will usually result in remedial training as appropriate. A continuing pattern of negligent infractions may result in additional action, up to and including termination. Mitigating factors could include complex situations in which the operator made a best-effort decision to avoid a more serious or dangerous outcome. Aggravating factors could involve a failure to self-report a negligent infraction, leading to additional action up to and including termination for a first occurrence.

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