

**Reference:** SAFETY  
**Section:** GENERAL  
**Title:** EAR BUDS AND HEADPHONES POLICY  
**Policy Number:** 07-01-09  
**Effective Date:** 05/17/2022

**I. PURPOSE**

This policy is intended to protect all employees of the Niagara Frontier Transportation Authority and the Niagara Frontier Transit Metro System, Inc. (collectively referred to as "NFTA" or "Authority") against injury.

**II. APPLICABILITY**

This policy applies to all NFTA/Metro (collectively referred to as "NFTA") employees including, but not limited to interns, fellows, volunteers, vendors, and partners who work for or are otherwise affiliated with the NFTA.

**III. POLICY**

Ear buds or headphones shall not be worn or operated in place of hearing protection. Earbuds or headphones shall not be worn or operated while operating equipment, motor vehicles, or any type of machinery. Ear Buds are only allowed to be used while employees are stationary in a controlled work environment free of any potential hazards.

**IV. ENFORCEMENT**

Violation of this policy shall be considered "just cause" for disciplinary action as defined in the applicable collective bargaining agreement. Non-represented employees who violate this policy shall also be subject to disciplinary action.

**V. Definition**

For the purpose of this policy, Ear Buds and Headphones are defined as any device that will be worn on, in or over the ear that plays voice, music, or any other sound.