



DRUG TESTING PROGRAMS CONSISTENCY IS KEY

Many companies have instituted drug testing programs. Others are still exploring the benefits. There are several levels of drug testing that companies can include in their policies:

1. **Pre-Employment Drug Testing** – Prospective employees are required to take a post-offer, pre-employment drug screening. A positive test result will be grounds for analysis of the applicant's candidacy. All offers of employment are contingent upon successful completion of the pre-employment drug screen. According to the EEOC (United States Equal Employment Opportunity Commission), it is permissible under the Americans with Disabilities Act (ADA) for the employer to test applicants or employees for illegal drugs and to base its employment decisions on those results.
2. **Post-Accident Drug Testing** – Some companies require all employees who are injured to submit to a drug/alcohol screening post-accident. Others require a drug/alcohol screen only when an employee requires medical treatment away from the workplace, or is involved in an accident that results in injury to another individual or damage to company property. The company should outline the reasons for testing in the policy and follow that policy consistently.
3. **Reasonable Cause Drug Testing** - When the company has reasonable cause to believe that an employee is under the influence of drugs or alcohol, the company requires the employee to submit to a screening for drugs and alcohol. (The company's decision to test will usually be determined by two members of management.) Many companies use a Reasonable Suspicion form to determine if an employee is displaying the qualities of someone who is under the influence.

As with every company policy, it is important for the company to adhere to a consistent policy for all employees. It can be risky if a company drug tests for only certain employees.

Resource Management can help you to develop a Drug Testing Policy and assist you in establishing a Drug Testing Program through our provider, Sterling Testing Systems. Just call your Human Resources Representative at (800) 508-0048 in Massachusetts or (904) 739-0796 in Florida for assistance.

Resource Management, Inc.

Human Resources Department.