



TYPES OF WORKPLACE DRUG TESTING

Pre-employment testing: new hires must submit to a drug test (after accepting a job offer and before their start date).

Random testing: all employees should undergo at least one "random" test annually; random tests should be conducted quarterly on a significant number of employees. The selection process and timing are determined in absolute secrecy and wholly controlled by the program director.

Probable cause testing: Employers can implement probable cause testing if there is reasonable cause or evidence to suspect an employee of drug use; this is also known as reasonable suspicion and for-cause testing.

Follow-Up testing is administered throughout the employee's treatment program, and a schedule is set up. The number of tests varies by company.

Return-to-Duty Testing – If the employee completed their program, the Substance Abuse Professional (SAP) could recommend returning to duty. The employer should schedule them for a Return-to-Duty test.

Drug Testing And The Workplace

Y Pai



Drug Testing And The Workplace:

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