



Drug-Impaired Driving Toolkit for Employers

Workplace Prevention: Screening and Drug Testing

- ❁ Workplace drug-testing programs are designed as a preventative measure to ensure a safe working environment for all employees, especially to limit impairment when operating machinery including vehicles.
- ❁ Workplace drug-testing programs are geared to detect the presence of impairing drugs including alcohol, illicit/illegal drugs, or certain prescription drugs.
- ❁ Drug testing can be an effective prevention and deterrent method that is often part of a comprehensive drug-free workplace program.
- ❁ Some employers have moved towards conducting “impairment” testing (identifying reductions in real-time cognitive function and motor skills) rather than “use testing” which may provide more immediate, actionable, accurate, and comprehensive information, allowing employers to be more proactive in minimizing risks in the workplace while maintaining more privacy and fairness for workers.



In October 2018, OSHA issued guidance that suggests workplace drug testing for the following circumstances:

- ❁ Random drug testing.
- ❁ Drug testing unrelated to the reporting of a work-related injury or illness.
- ❁ Drug testing under a state workers' compensation law.
- ❁ Drug testing under other federal law, such as a U.S. Department of Transportation rule.
- ❁ Drug testing to evaluate the root cause of a workplace incident that harmed or could have harmed employees. If the employer chooses to use drug testing to investigate the incident, the employer should test all employees whose conduct could have contributed to the incident, not just employees who reported injuries.
- ❁ Utilizing a certified lab for toxicology testing is important to receiving accurate and reliable results. Click [here](#) for links to certified lab lists in your state.