



PROVING IMPAIRMENT IN THE WORKPLACE

Urine drug testing is part of our comprehensive drug-free workplace program. I know that a test will tell us whether indeed someone is positive and what drug they are using, but will it also prove they were impaired? My employee insists he was not impaired.



Your company may conduct a urine drug test in accordance with its policy, and a positive test alone is grounds for taking administrative action. However, a urine test does not prove impairment. But that is not the focus of the policy, so your employee's argument that he or she was not impaired is irrelevant. An employee can be completely sober but still test positive for a substance due to the presence of metabolites in the urine for days or even weeks. Many people confuse the objectives of business organizations that test for drugs of abuse with those of law enforcement officials, who usually must be able to prove impairment if a person is arrested.

A field sobriety test or a certain blood alcohol level establishes the legal existence of this impairment. In any such case, testing positive for substances that can cause impairment is a 'red flag' suggesting EAP involvement and/or corrective action. Remain alert and should words or behavior indicate, follow through with testing - working closely with your HR department and Connections EAP. Really caring means you avoid enabling pitfalls and retain high standards for safety. Recognize that excuse-making, and manipulation often including fits of rage, must not derail the journey to appropriate care and treatment for employees with substance use disorders.

**Leadership Orientation
Training - Session B**
Watch for Up-Coming Classes

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing (info@connectionseap.com) for more information or register online:

www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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