

Managing Your Drug and Alcohol Program

Drugs in the workplace leave businesses at risk and vulnerable. When [9% of employed adults have a substance abuse disorder](#), it's a vital part of any comprehensive background check program – especially for maintaining a safer and more productive workplace.

When evaluating drug screening needs, there are several recommendations we encourage everyone to think through:

- **Chart Your Course:** Define your organization's specific needs and risks and have your policies in writing, ensuring everyone understands what's expected. Are you prioritizing recent drug use, drug use over a particular period of time, privacy, and cost-efficiency? What do you do when you receive a negative dilute? Do you let the person retest? If so, how many times? These answers will guide your strategy and must be in writing.
- **Learn The Rules:** Understand the chain of custody, collection procedures and practices, and result interpretation. A good understanding of the rules and regulations at the start ensures compliance & accuracy.
- **Know What You're Testing For:** Familiarize yourself with the panel of drugs included in your chosen test. Are the substances you're testing for of concern for your industry and workforce? Are they legal to test for where you're hiring?
- **Cost Considerations:** It's always good to look beyond the sticker price. You could be liable to cover out-of-network costs and courier fees.
- **Legally Sound:** Stay informed and consult with counsel. Drug testing laws and regulations are constantly shifting. For example, some states are seeking to prevent discrimination against lawful users of marijuana.

Once your strategy has been considered, you can then identify how you will execute.

Alcohol Program Guide

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