

Look *Closer*

Substance Abuse Screening



In the United States 24.6 million residents admitted to using illegal drugs when asked. This represents 9% of the total US workforce, and it is reasonable to assume that many more use illegal drugs but declined to answer honestly when asked. In addition, 23 states have legalized some form of medical marijuana usage, and 4 states have legalized recreational use of marijuana. It is expected that both of these numbers will increase over time, and this will likely increase the usage of marijuana among current and potential employees.

Employers who are concerned about substance abuse affecting their workplace should consider implementing a Drug Free Workplace program. The benefits of implementing a Drug Free Workplace program can include reduced exposure to liability, reduced exposure to fines for non-compliance, state based incentives for workers compensation insurance costs, and the intoxication defense for workers compensation claims. The components required for a Drug Free Workplace program include:

1. A written policy which is compliant with federal, state, and local laws
2. An employee education plan
3. A supervisor training plan
4. Access to an Employee Assistance Program
5. Testing options that are legal and effective which can include:
 - a. Pre-employment
 - b. Post-accident
 - c. Reasonable suspicion
 - d. Random

Inquirehire offers a full range of testing options to help employers maintain a safe and secure workplace for both DOT and non-DOT positions. Employers will have nationwide scheduling access to in-network and out-of-network testing sites. Random testing services are available for a small annual fee.

Look *Closer* Look *Faster* Look *Deeper* Look *Smarter* Look *Better*