

**Interviewer:**

You mentioned drug and alcohol testing. What do we need to know about that?

**Robert:**

The university has a drug and alcohol testing program that addresses several different situations where testing can be done.

First, the University conducts random testing for safety related positions such as those required by the Department of Transportation.

The university also conducts “reasonable suspicion” testing. An employee can be subject to reasonable suspicion testing when a supervisor suspects the employee is working while under the influence of alcohol or other drugs in violation of the Drug-Free Workplace Policy.

Third, there are certain positions at the university which are subject to post offer, pre-employment drug/alcohol testing.

**Interviewer:**

Does the university conduct random testing or pre-employment drug/alcohol testing on all employees?

**Robert:**

No. Not at this time.

**Interviewer:**

Where can one go to learn more about the reasonable suspicion testing process?

**Robert:**

There is a link to the training in the Resources section of the Drug-Free Workplace policy.

**Interviewer:**

Does the policy address drug/alcohol related convictions?

**Robert:**

Yes. It does.

Employees are required to self-report any drug or alcohol related convictions within three business days of the conviction as required by the university's Self Disclosure of Criminal Convictions and Background Check Policy.

**Interviewer:**

How widespread is the problem of drug and alcohol abuse?

**Robert:**

Statistics say as many as one in five. About 85 to 90% of Americans will use alcohol sometime in their lives but only about 20% of those people develop problem patterns of use including abuse or addiction. While some people experiment with drugs when they're young, not many of them develop addiction patterns either.

People that have abuse patterns of use or those that are addicted tend to be more unhappy than normal. However, they rarely attribute the unhappiness to their use of alcohol or other drugs. In fact, if you ask somebody with a drug or alcohol problem what their problem is, they

are likely to inform you their issue is they can't get enough drugs or alcohol. By the time their usage reaches a level of addiction, they are at a point where they have repeatedly tried to control their use, multiple failures to control use have occurred, and their life is often times in total shambles.

**Interviewer:**

That's interesting. Why is this important in our workplace?

**Robert:**

It is important to think about these people as being potentially unsafe to work around because of what drugs or alcohol can do to them. Remember - the focus of this policy is about safety within the workplace.

**Interviewer:**

Good point.