



Reasonable Suspicion Training for

Start Date: 2/26/2025 7:30 AM

End Date: 2/26/2025 11:30 AM

Employees who misuse alcohol or drugs and those who have a substance use disorder (SUD) are unable to leave the problems associated with their misuse at that door when they arrive at work. Employees affected by a substance use disorder represent an avoidable risk in the workplace and an unpleasant challenge for those in leadership positions who must confront the impaired employee. While ignoring or pretending that you are unaware of an impaired employee at work is tempting, the risks and consequences are too significant.

Additionally, under Department of Transportation (DOT) regulations, employers must train all persons who supervise drivers subject to the rules, per §382.603 of the federal register. This training aims to enable supervisors to determine whether reasonable suspicion exists to require any employee or a regulated driver to undergo “reasonable suspicion drug testing. The DOT regulations specify that the training must include at least 60 minutes of training on alcohol misuse and 60 minutes on controlled substance use (120 minutes total).

How can employers address a current employee that they suspect has a problem?

The Reasonable Suspicion training will cover topics such as:

- · Substance Use trends
- · The Importance of the Employee or Member Assistance Program
- · Signs and symptoms of the most common drugs of abuse and alcohol
- · Overview of drug testing trends and the drug testing process
- · The importance of objective and factual documentation,
- · Strategies and approaches to successful interventions, essential procedures, and protocols regarding reasonable suspicion testing.

Target Audience: Supervisors and managers of employees, and those who supervise drivers subject to the rules, per§382.603 of the federal register.

Language: This course is taught in English.

Prerequisites : None

Maximum Class Size : 30

Course Length : 3.5 hours

Format : Lecture, Discussion, Audio/Visual

Exam(s) : none

Documentation :Certificate