

## DOT POLICY 3.15 SUBSTANCE ABUSE, DRUG & ALCOHOL TESTING

1. As long as it does not occur on the same day as their testing, an employee may seek counseling of their own accord. This is called Voluntary Referral, or Self Referred. By this policy, is any disciplinary action initiated for a Voluntary Referral?
2. If a permanent employee's drug test result is Positive for the presence of one of the prohibited drugs (and it is a first-offense), then he/she faces three (3) main disciplinary actions. One is *Removal from Safety-Sensitive Duties* and a second is *referral to a Substance Abuse Professional*. What is the third action?
3. Urine is collected using the split specimen method and then shipped to a federally certified laboratory. From that point, who reports the final result of the urine sample to Human Resources Division?

4. True or False

An employee within the Transportation Worker job classification must abide by the conditions within the Drug and Alcohol Testing Policy.

5. True or False

An employee within the Transportation Worker job classification must abide by the conditions within the Drug and Alcohol Testing Policy.

6. True or False

Under this policy alcohol tests are reported with actual measurements. No disciplinary action will occur as long as an employee's alcohol test result is under 0.08.