



SUPERVISOR TRAINING: REASONABLE SUSPICION DETERMINATION



Sandy Gazler
Regional Director
Occupational Health

This course trains supervisors how to recognize employee substance abuse and how to confront an employee who may have a problem. The training course also informs participants about the reasonable suspicion testing process itself.

The two hour workshop will help your supervisors understand:

- Common symptoms of alcohol misuse and controlled substances use
- The impact of alcohol misuse and controlled substances use has on the employee's body, workplace and personal life.
- What kinds of observations they need to make and how to document their observations
- How to approach suspected employees
- Who must conduct the testing
- The SAP process
- How to reduce employer's risks in making these determinations

Each participant will receive:

- Supervisor's Reference Guide
- Observed Behavior Reasonable Suspicion Record Form
- Certificate of Completion

Federal regulations require supervisors of those covered under DOT regs to have two hours training in drugs and alcohol for reasonable suspicion determination. *To determine if you or your employers are covered by DOT Drug & Alcohol testing regulations, go to www.dot.gov/ost/dapc*



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**\$50 PER
PARTICIPANT**

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