

V. Drug and Alcohol Testing Policy

Beginning January 1, 1996, Head Start programs that transport children in a vehicle requiring a driver to hold a Commercial Drivers License (CDL), must participate in Department of Transportation (DOT)/Federal Highway Administration's (FHWA) mandated drug and alcohol testing programs.

Types of Drug/Alcohol Testing Required:

- a. pre-employment or pre-duty
- b. reasonable suspicion
- c. post accident
- d. random
- e. return to duty
- f. follow up testing

Any positive test results for an illegal drug will result in the employee's termination.

SCMCAA will contract services with a federally approved drug testing lab.

DRUG FREE WORKPLACE COMPREHENSIVE PROGRAM
ADMINISTRATIVE POLICY 1-2013

Beginning January 1, 2013, SCMCAA will require all staff to participate in a drug and alcohol testing program.

▪**Types of testing required: Pre-employment and Random**

Effective April 1, 2016, SCMCAA will require all work related accidents to participate in a drug and alcohol testing program to include:

▪ **Post Accident**

▪**Types of testing the Agency may require at any time: Reasonable Suspicion**

A refusal to submit is equivalent to a positive test result.

Any positive test results for an illegal drug will result in the employee's immediate termination.

SCMCAA will contract services with an approved drug testing lab.