
TITLE	Drug Screening Policy
POLICY NO:	2015-052

POLICY STATEMENT:

Superior EMS is committed to protecting our patients, the general public, and our assets by implementing a random drug-screening program. The random drug-screening program will test for common drugs that may alter the individual's ability to perform the required services or operate the required equipment within the company.

SCOPE:

All Employees, and Volunteers

POLICY:

Random Drug Screening

All employees operating Superior EMS motor vehicles are subject to random drug screening as outlined in the employee random drug screen form. Failure to complete random drug screenings when ordered is direct grounds for termination of employment.

Procedure

Notification – Employees will be selected randomly and will be notified by a Superior EMS management team member that a urine test will be collected. Employees refusing to, or failing to comply with the drug screening procedure is subject to disciplinary action. This may occur at the beginning of a shift, or with a 24-hour notice to report by phone.

The Sample – you will first select a sealed collection vessel. You will be in control of this vessel at all times until the sample is sealed and signed. You will be escorted to the washroom by a chaperone assigned by Superior EMS, and if you wish your own chaperone. You will then need to provide a urine sample in the presence of the chaperone of the same gender. To ensure the chaperone has an unobstructed view of the passing of the sample, the employee must disrobe from mid-torso to mid-thigh.



Analysis – the test sample will be analyzed immediately utilizing the built in test strip. Results will be provided immediately.

Positive Results

Should an employee test positive for a banned substance, the employee will be subject to termination immediately.

Appeals

Should an employee believe the test results to be invalid, they are able to request that the urine sample be sent to LifeLabs for lab confirmation. The employee will be suspended until such time the results are obtained from LifeLabs.

Date of Approval:	September 11, 2018
Date to be Reviewed:	September 11, 2020
Authority:	Chief of EMS Operations



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