



UNDERSTANDING THE DOT RETURN TO DUTY PROCESS



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Employers who have DOT licensed employees that test positive on pre-employment, random, reasonable suspicion alcohol or drug tests, or employees who refuse to test or report to the testing center within the allotted time are to be provided the names of two Qualified Substance Abuse Professionals (SAP).

The employee is then required to meet with the Substance Abuse Professional to undergo a drug and alcohol assessment. In conducting this assessment the DOT mandates that the Substance Abuse Professional makes a referral to a substance abuse program as a result of the evaluation. The length and intensity of this program may vary, but at a minimum, an education and prevention program is required.

The SAP conducts the alcohol and drug assessment during the initial evaluation and makes the referral, plus the program arrangement for the employee to initiate a qualified program.

Once the employee has satisfactorily completed that program, a second session is held with the SAP. During the second appointment the SAP will evaluate the employee's progress and assess their ability to remain alcohol and drug free. If the employee has made satisfactory progress, and is in compliance with the SAP's recommendations, then the SAP may recommend return to duty based on completion of a successful drug screen. While it is the employer's decision to return the employee to safety sensitive duty or not, the SAP can make this recommendation based on the employee's cooperation and willingness to participate.

Once the employee has completed the required program, and completed a return to duty drug screen the SAP will determine a follow-up testing schedule as required by the DOT for a three to five year period. These screens shall include a minimum of six screens during the first years following the employees return to duty.

**For further information:
Family Service (605) 336-1974**