

## DETERMINING REASONABLE CAUSE

1. Has any form of impairment been observed in the employee's appearance, actions, or performance?
2. Could the impairment result from the possible use of drugs or alcohol?
3. Did the supporting facts come from a reliable source? Or did you make the observations personally?
4. Are the facts plausible? Can they be explained logically?
5. Can you sufficiently document the facts (i.e. name, location, date, time, etc.)?
6. Is the observed impairment current, while on the job, or company property?

Call 1.800.440.0023 option 3 to book a Reasonable Cause or Post-Accident test.

## POST-ACCIDENT TESTING

1. Did the employee's actions or inactions contribute to the accident?
2. Does the accident meet my company's defined criteria for an accident?
3. Can I rule out any of the credible explanations for the accident?
  - Act of god
  - Clear mechanical breakdown
  - Employee was innocent bystander
  - Victim of another person's actions
  - Operational upset
4. Can testing occur within a reasonable time frame?

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