



## REASONABLE SUSPICION TRAINING

### REASONABLE SUSPICION TRAINING

Course: Hours Instruction

Hours: Class Room

Hours: Field Instruction

Regulation FMCSA 49 CFR Part 382.603

Prerequisites:

Fee:

CE Credits:

Every organization, whether regulated by DOT or not, should have supervisors who are able to appropriately and effectively identify possible substance abuse on the job. The Department of Transportation (DOT) requires any supervisor who sends or refers employees for drug and/or alcohol testing under a DOT-certified drug testing program to become trained in the administration and implementation of these procedures. Typically any driver who drives, locally or over the road, must have an initial drug and alcohol screen. These same employees are required to be part of a random testing plan that is managed by the company or a Third Party Administrator (TPA).

One of the most important roles your supervisor or manager performs is to protect your business, your employees and the general public from impaired employees that are under the influence of drugs or alcohol. All persons designated to supervise drivers must receive at least "60 minutes of training on alcohol misuse and 60 minutes on controlled substance abuse."

This course is designed to meet the DOT regulations and training requirements for *Controlled Substances and Alcohol Use and Testing* and will train your supervisors to help keep impaired drivers off the road as your supervisor develops and maintains a complete testing program to limit the company's legal and regulatory exposure affiliated with these types of activities. Additional regulations require that employers develop a written policy on controlled substances use and alcohol misuse in the workplace and that the policy be provided to every driver, including a statement signed by each employee certifying receipt of the policy/educational materials.

*Reasonable Suspicion Supervisor Training* delivers the necessary tools and skills to recognize and appropriately handle employees exhibiting signs of substance abuse and to determine whether or not reasonable suspicion exists and what to do in that situation.

# UNITED SAFETY SOLUTIONS

P: 715.254.0638  
F: 715.254.0630



826 Bloom Rd  
Eagle River, WI 54521

## **United Safety Solutions Course Covers:**

- The role and Supervisors' responsibilities in a DOT testing program
- Regulatory requirements regarding Reasonable Suspicion
- The warning signs of alcohol misuse and drug abuse; what to look for when determining reasonable suspicion
- Interaction and communication with personnel
- Effects of common drugs and alcohol in the workplace
- What to observe and confirm, then document observed behavior
- Physical, behavioral, speech and performance cues related to alcohol and / or substance use / abuse
- How to approach or confront the situation; how to handle difficult situations when confronting drivers
- Interactive "What if" scenarios - techniques to use to ease tense situations
- Drug and alcohol testing processes
- What is someone refuses to test
- When to test and when not to test
- What happens after testing?
- Detailed descriptions and images of prohibited drugs
- Scenarios and guidance for dealing with employees suspected to be under the influence

Regulations include the following: [§382.601](#), [§382.603](#), [§382.601](#) and [§382.307](#).

## **Certification:**

Successful completion requires 80% on both classroom and practical skills.

Upon successful completion, participants receive a wallet card, documentation to satisfy OSHA.

Syllabus - REASONABLE SUSPICION - 10/23/2015