

Post-Accident Drug and Alcohol Testing

The post-accident testing program was implemented ensure the safety of our employees, the people we serve, and to honor our commitment to provide a safe and drug-free work environment. This program complies with federal, state and local law.

Applies To

U.S. employees who drive patients as a part of their role.

Post-Accident Testing Process

Post-accident drug and alcohol testing is completed in partnership with our 3rd party vendor, HireRight, LLC. Any eligible employee who is involved in an accident while behind the wheel of a company vehicle must take the following actions:

1. Immediately report the incident to your manager. Your manager will provide a copy of the Alcohol and Drugs in the Workplace Policy and Acknowledgment form.
2. Sign and return the Alcohol and Drugs in the Workplace Consent Form to your manager.
3. Schedule the drug and alcohol test via the HireRight portal.
 - The drug and alcohol test must be completed within 8 hours of the accident (health conditions permitting).
4. Gather required documentation and proceed to the collection facility.
 - Your manager will arrange transportation to the collection facility.
5. Wait for manager instructions before returning to work. You will not be permitted to work while your drug and alcohol test results are pending.

Fitness for Duty

Your ability to return to work following a post-accident drug and alcohol test will be determined by your drug and alcohol test results. The results will be reviewed by Employee Relations Compliance.

- If a drug/alcohol test result is returned as non-negative, the employee is provided an opportunity to contact the Medical Review Officer (MRO) at HireRight to resolve.
- If a non-negative result is confirmed through the MRO process, or the employee fails to comply with the post-accident testing program, this can result in disciplinary action up to and including termination of employment.