

THE SAP PROCESS

1. Initial Evaluation:

This is where you meet with a DOT Qualified Substance Abuse Professional (SAP) and they will conduct a thorough assessment. The assessment will include information on your drug and alcohol use, family history, physical health issues, mental health, and positive supporters. Depending on nature of the positive drug and alcohol test, you may be asked to give the SAP permission to contact your medical providers, or others in order to get a complete understanding of your history and potential alcohol misuse or drug use.

2. Treatment/Education Recommendation:

Once you have completed the Initial SAP Evaluation, the SAP will make a recommendation for either formal alcohol/substance use treatment (or perhaps mental health treatment) or educational courses. The recommendations are clinically decided based on your needs. Formal treatment may include inpatient addiction treatment or outpatient programs.

3. Follow-up Evaluation:

You and the SAP will meet a second time and they will determine if you have completed and complied with their recommendation. If you have been compliant, the SAP notifies a specific person at your company (or the company who ordered the test) stating that you are now qualified to take a Return-to-Duty test. Until you are qualified by the SAP, you are not allowed to perform any safety-sensitive duties.

4. Periodic Follow-up Testing Plan

Lastly, the SAP submits a Periodic Follow-up Testing Plan to a specific person at your company (or the company who ordered the test). Periodic Follow-up Tests are observed DOT Drug and Alcohol tests that employees who have previously violated the DOT's Drug and Alcohol testing regulations are now subject to. There will be a minimum of 6 tests in the first 12 months, for a maximum of 5 years.