

Steps to Handle a Failed Drug Test

1. Your Employer Will Remove You From Safety-Sensitive Work

Your employer will remove you from all safety-critical functions. This means that even if you are under load, your employer will require you to pull over immediately. You will not be permitted to return to driving until you have completed the RTD process.



2. Schedule an Evaluation with a Substance Abuse Professional (SAP)

Your employer will refer you to a Substance Abuse Professional (SAP), a specialist in treating substance abuse disorders. The provider must be registered on the DOT SAP registry. The SAP you meet with will determine your treatment protocol.



3. Complete an Education or Treatment Program

Your SAP will evaluate you and recommend an appropriate education or treatment program, ranging from an online course to inpatient rehabilitation. Your SAP will determine the required program based on their clinical evaluation of you.



4. Schedule a Second SAP Evaluation

Once you complete your treatment program, you must meet with your SAP for a follow-up evaluation. The SAP will use data from your treatment program as well as your face-to-face evaluation to determine whether the program was successful.



5. The SAP Will Send a Report

The SAP will order an RTD test, and a negative result will be reported to the Clearinghouse, removing your "prohibited" status. The SAP will then notify your employer's designated representative, confirming your clearance to return to work and outlining any follow-up treatment and testing requirements.



6. Complete the Required Follow-Up Testing

Your SAP will determine how many follow-up tests you will have to complete and within what time frame. These will be unannounced, supervised tests, which your employer must ensure are completed. If you change jobs, your new employer will take over this responsibility. You can continue working as long as each follow-up test is negative.

