

Reasonable Cause/Suspicion Drug Testing

Is a belief that an affected employee, is using or has used drugs in violation of the Drug Free Workplace (DFW) policy.

Reasonable suspicion is drawn from specific, objective, and articulable facts and reasonable inferences drawn from those facts in light of experience and training, and may be based upon but not limited to:

- **Uncharacteristic or erratic behavior**
- **A workplace accident resulting in personal injury**
- **Observed impairment of job performance**
- **Physical symptoms indicative of drug use**
- **Direct observation of drug use or possession during work hours**
- **A change in an employee's attendance – habitual absenteeism**