



DRUG/ALCOHOL FREE WORKPLACE

Get Back To Work With D2C!



The DOT Return to Duty Process In 3 Easy Steps...

1

Initial Evaluation

You begin with an evaluation and assessment by a Substance Abuse Professional (SAP). In person or remote

2

SAP Recommendations

Next, the SAP will recommend a treatment program or education course. You must comply with these recommendations to move through the process.

3

Follow-up Evaluation

Finally, your SAP conducts a follow-up evaluation to determine your eligibility to return to safety-sensitive functions and provide SAP reports to your current/future employer (DER). Designated Employer Representative

Your designated SAP will be with you through the entire Return-to-Duty process until gainfully employed.

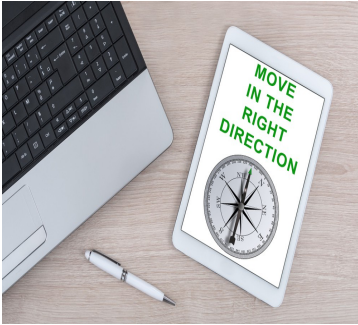
CAUTION!

Not all substance abuse counselors are DOT qualified SAPs. Only a DOT qualified SAP can determine an employee's eligibility to return to DOT safety-sensitive functions.

Our quality assurance protocols ensure that the SAP's credentials are active and current, and that each case is handled according to DOT regulatory compliance.

Need A SAP? Call D2C
(916) 399-3047 24/7
www.delivered2choices.com

Frequently Asked Questions



Not DOT mandated? We can help!

D2C maintains compliance for many companies' drug and/or alcohol testing policies and drug-free work-place programs. The process may vary based on your company policies or state and federal regulations. (including Nuclear).

Call D2C to get more information about your specific process to Get Back to Work.

- "Second Chance" Employers
- Self-Referrals
- Unionized Workplaces
- Nuclear Regulatory Industry
- Drug-Free Workplace Environments

Will I be able to work while going through the Return-to-Duty process with a Substance Abuse Professional (SAP)?

You are NOT permitted to perform DOT safety-sensitive functions while going through the Return-to-Duty process with a SAP. However, you may work in a non-safety-sensitive position at the discretion of your employer.

Who is required to go through the DOT Return-to-Duty Process with a SAP?

All DOT regulated safety-sensitive employees/candidates employed in the aviation, railroad, public transit, trucking, maritime, and pipeline industries who have violated the federal DOT drug and alcohol testing rules. (e.g., positive drug test, refusals, or self-referrals)

How long will the entire Return-to-Duty process take?

The time it takes to complete the DOT Return-to-Duty process varies. Based on the assessment outcome, severity of drug/alcohol use, the timeline could be a few **days** (LOW severity) to a few **months** (HIGH severity). The SAP must make a recommendation for some level of care per DOT CFR 49 Part 40 Subpart O.

I was terminated after a violation. Do I still need to go through the Return-to-Duty process?

Yes, Once you have violated the federal drug and alcohol testing regulations, you are prohibited from performing safety-sensitive functions for any DOT regulated employer and must complete the Return-to-Duty process with a SAP.

If I test positive on a DOT Drug or Alcohol test, can't I just retake the test?

No, this is why a split sample is collected. Only the other half of the sample collection can be re-tested. You still must be removed from safety-sensitive functions until you complete the Return-to-Duty process.

Is Return to Duty and Follow-Up testing required?

Yes, you must test negative on a Return-to-Duty Drug, Alcohol test (or both) before returning to DOT safety-sensitive functions. You are also subject to unannounced follow-up testing for at least 1 year, up to 5 years, determined by the SAP. The follow-up testing plan is provided directly to your employer/DER.

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