

Procedures for implementing PS 67, Drug and Alcohol Misuse

PS 67 states in part:

3. Post-Accident/Incident – this is drug/alcohol screening performed following an accident that occurs during the course and scope of an employee’s employment that a) involves circumstances leading to a reasonable suspicion of the employee’s drug use or alcohol misuse, b) results in a fatality, c) results in or causes the release of hazardous waste or materials, or d) involves an on-the-job injury or potentially serious accident, injury, or incident, in which safety precautions were violated, equipment or property was damaged, or careless acts were performed. Such testing is required of any employee who is directly involved in such an incident, and whose action or inaction is suspected to have been a causative factor. Supervisors should direct questions about whether drug screening is appropriate for a given accident/incident to LSU Administrative Services and Risk Management (ASRM).

Procedures to implement the above policy element:

1. Upon the report of any of the incidents/accidents/injuries listed above in a) – d), the EHS section will investigate jointly with the supervisor the circumstances leading to the accident/incident to determine if any of the above criteria is met. **In general, First Aid cases treated on the job site will not be cause for drug screening unless one of the conditions listed in a) – c) above presents itself during the investigation.**
2. The EHS investigator will report his/her findings as soon as possible to the Director, EHS regarding cause of the accident and employee responsibility.
3. The Director, EHS and Director, Risk Management will determine the need for drug screening.
4. The Director, Risk Management will advise the LSU Student Health Center (SHC) through appropriate channels as to the need for drug/alcohol screening. (Note: Where screening after hours is needed, Total Occupational Medical / Lake-After-Hours at 3333 Drusilla Lane will be utilized for this purpose.) If hospital emergency rooms are treating the patient, appropriate communications will take place with them to assure samples are corrected.
5. The SHC or health facility in use will collect samples for urine testing. LSU Police will be consulted for any alcohol breath testing/sobriety checks that may be needed.
6. Drug Screening under this program element will be paid via the Workers’ Compensation budget for any testing performed for accidents/incidents which are not covered by FARA’s reimbursement program under our insurance arrangements with State ORM.
7. Random Drug Screening of Safety and Security Sensitive Positions will be paid out of Human Resources Budget
8. Pre-Employment Drug Screening for Safety and Security Sensitive Positions will be charged back to the hiring department.