

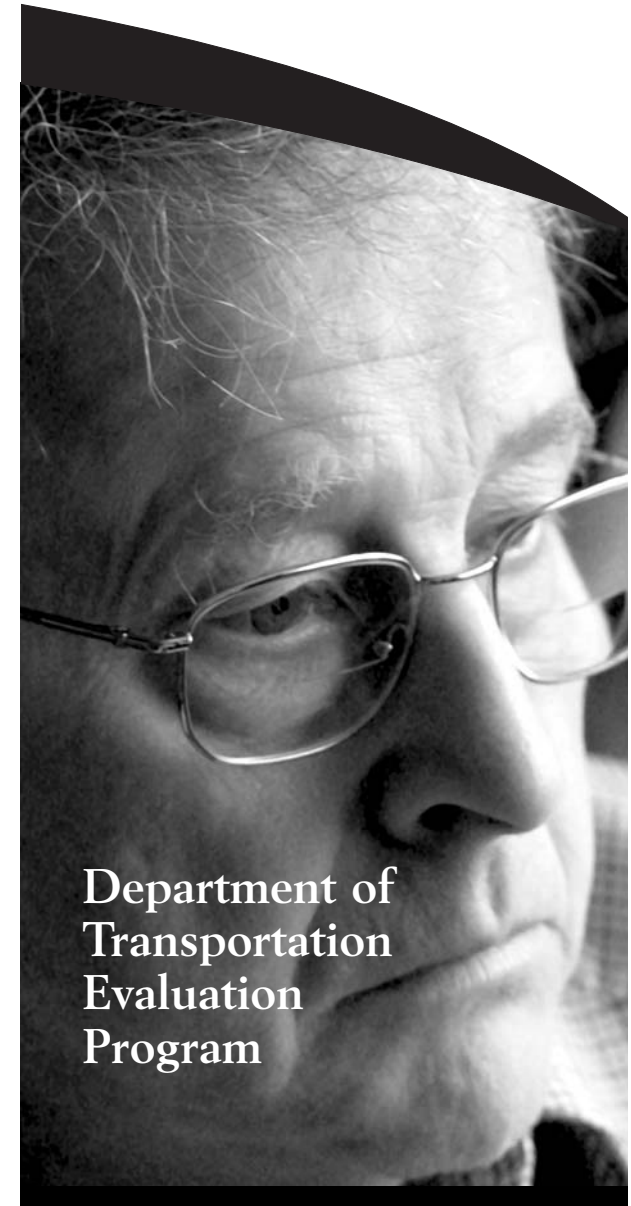
Your employer will be notified in writing of the SAP's requirements for testing duration. If the SAP makes any changes in the follow-up testing plan, your employer will be notified and advised.



How Do I Get Started?

For more information or to set up an initial assessment, call (717) 851-6340.

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**Department of
Transportation
Evaluation
Program**

You've tested positive for drugs or alcohol. Now what?

Drivers who violate the United States Department of Transportation's (DOT) regulations by testing positive for drugs or alcohol must complete a mandatory program for education and/or rehabilitation before returning to their safety sensitive position.

Upon testing positive for drugs or alcohol, you are required to contact a Substance Abuse Professional (SAP) who will provide a comprehensive face-to-face assessment and clinical evaluation to determine what level of assistance you need in resolving problems associated with alcohol use or prohibited drug use.

How Can We Help?

WellSpan Behavioral Health employs a certified SAP that can provide the initial employee assessment, referral for education and/or treatment, follow-up evaluation and follow-up testing plan. The charge for the comprehensive service is \$750.

How Does It Work?

Evaluation

The initial step in the process is the evaluation. The evaluation is a face-to-face clinical assessment that will determine the level of assistance necessary to resolve the drug/alcohol problem.

Referral

Following the evaluation, you will be referred to the appropriate agency. The SAP will aid the employee in entry into an education or treatment program. The SAP will consider employee insurance, employer treatment contracts, the availability of care and the employee's ability to pay for care. Your employer will be informed in writing where you

were referred. In addition, your employer will be kept informed as to your status while you undergo treatment.

Follow-Up Evaluation

When you have completed the recommended education/treatment, you will return to the SAP for a face-to-face follow-up evaluation.

The SAP will re-evaluate you to determine if you have successfully carried out the education and/or treatment recommendations. The SAP will then communicate to your employer whether or not you have demonstrated successful compliance with the recommendation. If there is compliance, the SAP may refer you back to your employer.

A return to duty test must be performed before you can resume any safety sensitive function. If you are not in compliance with the recommendation of the SAP, the SAP will inform your employer of the recommendations not being followed.

Return to Duty Test

Once your employer permits you to return to your safety sensitive function, you must take a return to duty test. This test cannot be taken until the SAP has determined that you have successfully complied with the prescribed education and/or treatment.

You must have a negative drug test and/or alcohol test with an alcohol concentration of less than 0.02 before resuming performance of a safety sensitive position. The employer has the discretion to decide whether or not to return you to duty in a safety sensitive position, and is not required to return you to such a position simply because you have met treatment requirements.

Follow-Up Testing

The SAP will create a follow-up testing plan for you. The minimum requirement for drug and/or alcohol testing is six unannounced tests in the first 12 months following your return to safety sensitive functions. The SAP may require testing for 48 months following the first 12-month period.

