

Workplace drug testing - a handbook for managers and in-house counsel

LRP Publications - HR 101: Creating and Implementing A Corporate Drug Testing Program



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HR 101: Creating and Implementing A Corporate Drug Testing Program

Still, there are ways of creating a drug-free workplace program, while legally protecting your business and your employees. The most important things to consider are productivity, the reputation of your company and fairness - fairness to the company and fairness to the employees.

Drug Test Your Workforce Lawfully, Effectively

The Supreme Court has ruled that while drug testing does infringe on an employee's privacy, it may be necessary in order to protect the health and safety of others. If you don't administrate in a uniform manner and it looks like you're discriminating against an employee, boy, you're looking at a lawsuit right there.

Drug Testing in the Workplace

I tested positive for marijuana use and my employer wants to fire me, but I know that other employees also tested positive but weren't fired.

Drug

Be careful to note the differences in state laws. Your drug-free policy must clearly state the specific consequences of violating the policy. One final thought: There are five states Iowa-for alcohol only-Maine, Minnesota, Rhode Island and Vermont which prohibit employers from terminating workers who test positive for illegal drug use for the first time.

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In order to get a job, potential employees are required to provide their urine for testing.

Drug Testing in the Workplace

Federal law permits employers to test for drugs during accident investigations. A running list of states and their stance on marijuana can be found [on](#). The positivity rate for amphetamines, including prescription medications such as Adderall, has nearly tripled in the general U.

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