

SECTION 1500.15.01

CDL DRUG AND ALCOHOL TESTING

Lake Region State College requires that all employees who are approved drivers with CDL status meet the requirements set out in Federal Motor Carrier Safety Administration ("FMCSA") Drug/Alcohol Policy in compliance with 49 CFR, Part 382. It is the policy of LRSC to require all approved drivers with CDL status to submit to drug and alcohol screening. The screening involves pre-employment, random, post-accident, reasonable suspicion, and return-to-duty testing requirements. Testing will be conducted by a third-party administrator with Lake Region State College drivers added to a consortium maintained and administered by the third-party for purposes of random testing.

Current employees in positions that require a Commercial Driver's License (CDL) will be required to undergo drug and alcohol testing under the following circumstances:

1. Pre-employment
2. A random testing program
3. Post-accident
  - a. Accident involved the loss of human life
  - b. A person is injured and receives medical attention away from the scene
  - c. One or more vehicles received disabling damage as a result of the accident
4. Reasonable suspicion
5. Return-to duty following a violation of DOT drug/alcohol testing regulations
6. Follow-up testing as directed by a Substance Abuse Professional (SAP) from the faculty and staff assistance program

Employees who do not pass the test, or those who refuse to test, are subject to disciplinary action up to and including termination.

LRSC's drug and alcohol testing policy is given to applicants and employees in positions that require a Commercial Driver's License. Receipt of this document must be acknowledged in writing by the applicant or employee.

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**History**

Administrative Council Approved 09/09/2022