



Drug-Free Workplace Program (DFWP)

Purpose of the Drug-Free Workplace Program (DFWP)

To provide employers with proven processes to enhance their ability to protect the health and safety of their employees and customers as well as the company's bottom line. More productive work environments are promoted through policies that prohibit the use, abuse, possession, manufacture, distribution, trade or sale of alcohol, inhalants and/or illegal drugs in the workplace.

Goal

To reduce employer liability and the costs and delays associated with work-related incidents resulting from substance abuse in the workplace.

Benefits

The DFWP helps to retain stable workers and attract desirable job applicants thereby creating a more productive workplace. The program also communicates to employees, applicants and the company's customers and vendors that substance abuse is not tolerated or compatible with employment.

Specifics

SCI has an effective and confidential Drug-Free Workplace Program that provides full comprehensive management and training, designed specifically to meet the needs of your company. The DFWP makes administration as invisible as possible to the client while providing comprehensive services. At all times, both employer and employee rights are protected through strict confidentiality. Program components include:

- A written substance abuse policy and procedure manuals
- State and Federal DFWP compliance guidance
- Drug and alcohol testing for pre-employment, post-accident, reasonable suspicion, random and follow-up
- Review of drug test results by a certified Medical Review Officer (MRO)
- Employee awareness and education
- Supervisor training on "Reasonable Suspicion" testing for alcohol and drugs
- All necessary forms related to DFWP
- Availability of an [Employee Assistance Program \(EAP\)](#)

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Revised 10.08.09