

DRUGS AND YOUR CAREER

Drug Testing in the Application Process:

- Due to liability concerns, many companies have established policies that prevent hiring a person who has tested positive for drug use.



When are applicants informed of an employer's drug testing policy?

- Drug policies are sometimes found on the application for employment.
- Some companies inform applicants of the drug policy in the first interview.
- Expect to be tested even if you are not informed. Some companies do not give advance notice of drug testing.



Employers conduct drug screenings in various ways such as:

- Asking applicants about current and past drug use.
- Giving pencil-and-paper or polygraph (lie detector) tests.
- By medical tests of urine, blood or hair samples. (The most commonly used test is urinalysis, which is a laboratory testing of a urine sample.)



What You CAN Do

- The best way to avoid problems is to avoid illegal drugs, which include alcoholic beverages if you are under 21.
- Ask if there is going to be drug screening and why.
- Be sure your rights to privacy and dignity are not compromised when having a drug test.
- Report all prescription drugs or medications taken before testing.
- Find out what type of laboratory testing is done, and if fair and accurate procedures are in place.
- Know the company's policy on retesting.
- Ask for reasons for employment rejection.
- Be aware that not wanting to take a drug test may be interpreted as fear of a positive test result.

What You SHOULD NOT Do

- Do not attempt to smuggle in a drug-free sample. "Observed" testing may be used.
- Do not plan to dilute a urine sample at the test site. Many companies use toilet disinfectants that color the water.
- Do not hope that enough time has passed since your last drug usage.
- Do not give less than candid answers to questions about drug use.