



DRUG TESTING CONSENT FORM

DISCLOSURE AND AUTHORIZATION TO OBTAIN INFORMATION

PLEASE READ CAREFULLY BEFORE SIGNING

Name _____
Last First Middle

SSN _____

FRNS Drug Free Workplace

FRNS is committed to a drug free workplace for the benefit of staff and clients. Therefore, FRNS has established a drug free workplace policy that includes pre-employment, post accident, reasonable suspicion and random drug testing. FRNS has zero tolerance for possession, use, being under the influence of or testing positive for alcohol, illegal drugs or the misuse of legal drugs on the job. All employees must abide with the terms of this policy as a condition of employment.

I voluntarily agree to submit to a drug test as part of my application for employment and to submit to an alcohol test upon a conditional job offer. I agree to release these tests results to FRNS with the understanding that the results will be used in conjunction with satisfactory pre-employment testing and reference checking to make a decision affecting my employment status. I understand that a positive result indicating alcohol, illegal drugs or the misuse of legal drugs or my refusal to submit to an alcohol and / or drug testing procedure will disqualify me from further consideration for employment.

Further, I understand that if employed by FRNS, I may be required to submit to a post accident, reasonable suspicion or random alcohol and / or drug test at any time. I agree that I will submit to any requested alcohol and / or drug testing. I understand that a positive result indicating alcohol, illegal drugs or the misuse of legal drugs or my refusal to submit to the alcohol and / or drug testing procedure will result in termination of my employment.

Verification of Test Results

A Medical Records Officer (MRO) shall evaluate the alcohol and / or drug test results of an applicant or employee to verify that the specimens were collected, transported and analyzed under proper procedures.

The MRO shall make this determination by checking any Chain of Custody forms for required signatures, procedures and information. If an applicant or employee receives a positive result on an alcohol and / or drug test, the MRO shall also determine if any alternative medical explanations caused the applicant or employee to receive a positive result on the alcohol and / or drug test. The MRO shall maintain the confidentiality of any information received from the alcohol and / or drug test, except as authorized by the applicant or employee or as otherwise provided by law.

Contesting a Positive Alcohol and / or Drug Screen Result

In the event an applicant or employee has a verified positive result, the MRO will inform the applicant or employee of the alcohol and / or drug result within three days after the MRO receives the alcohol or drug test result from the testing laboratory or clinic. The applicant or employee will have three days after notification from the MRO to discuss the test results with the MRO, submit to the MRO documentation of any prescription drugs relevant to the test result, or request a test of a split sample within 72 hours at the applicant's or employee's expense.

I fully understand the purpose and content of this document.

Print Name _____ Date _____

Signature _____