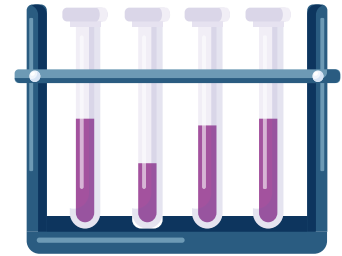


Employment Drug Screening

Backgrounds Online can help your organization improve safety efforts and increase productivity by drug screening applicants and employees.



Why Drug Screening Is Important

Drug tests are a valuable risk mitigation tool that provide a strong Return On Investment (ROI). They can show you if an applicant or employee has illicit substances in their system that may be affecting their performance or efficiency. While drug tests aren't typically included in every background check, they are ideal for many positions and can be used to help prevent accidents, reduce turnover, and avoid property damage.

Some industries require drug screening most workers, especially safety-sensitive positions. Backgrounds Online also offer tests that meet all Federal Motor Carrier Safety Administration (FMCSA) regulations to meet your individual and industry needs.

Drug Screening ROI



According to a recent survey, businesses in America lose more than \$81 billion dollars annually due to employee drug usage. These expenses were attributed to accidents, workers' compensation cases and damage to company reputations.

Over the last few years, millions of Americans admitted that they had recently used illicit drugs, especially during the pandemic. By utilizing drug tests, you can find out if anyone who works for your organization tests positive and take the next appropriate steps according to your HR guidelines. A few options include empowering team members to get help, offering incentives to remain drug free and, in worst case scenarios, taking adverse actions.

When To Test

There are five primary reasons employers request drug screens:

Pre-employment. Usually done after a conditional job offer is made.

Promotions. It's important to screen employees when considering them for a position with more responsibilities.

Following an accident. To help determine if drug use might have been a factor.

Randomly. Employers should have written policies that explain that they do random, unannounced drug screening.

Reasonable suspicion. This can be necessary if an employee shows signs of inebriation, such as slurred speech or stumbling.

What Drug Screening Packages Are Available?

Backgrounds Online offers a variety of customizable DOT & Non-DOT drug, alcohol, and health screening services. Through our nationwide drug screening partnerships, you have access to over 6,500 drug testing facilities. This makes it easy to find a convenient location to screen your candidates or team members.

No Hit, Rapid Results

Our services provide a simple cost-effective way to protect your organization, employees and the public. For certain drug screening panels, results may be available in as little as 15 minutes if no substances are detected. This gives you a fast, efficient way to complete your drug screening requirements.

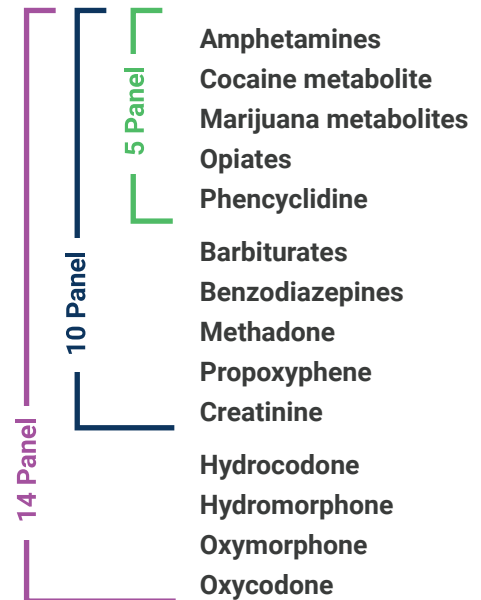


Should I Screen For Marijuana?

Most states have legalized some forms of medical and/or recreational marijuana usage. In most cases, employers can and do screen for THC. However, taking adverse actions in relation to a positive cannabis test result is sometimes prohibited based on location due to the extended period in which it stays in one's system. Much like alcohol, it may be legal to consume during a candidate or team member's personal time based on local laws.

Exceptions are generally made for safety-sensitive positions, such as healthcare, law enforcement or those that involve operating machinery.

Drug Screening Panels



Drug Screening Policies

If your organization utilizes drug screening, then it is important to have written policies. They can include details about which panels should be used for different positions, information about relevant laws and how results are considered.

We recommend consulting with counsel to ensure your policies are compliant with all relevant laws.

Need Drug Tests?

If you need drug screening services, please contact your [Account Manager](#) for assistance.

Screening Your Way

Our team is committed to providing the products and services you need to build strong teams and maintain safe workplaces. We're here to assist you Monday through Friday from 5am to 6pm PT.