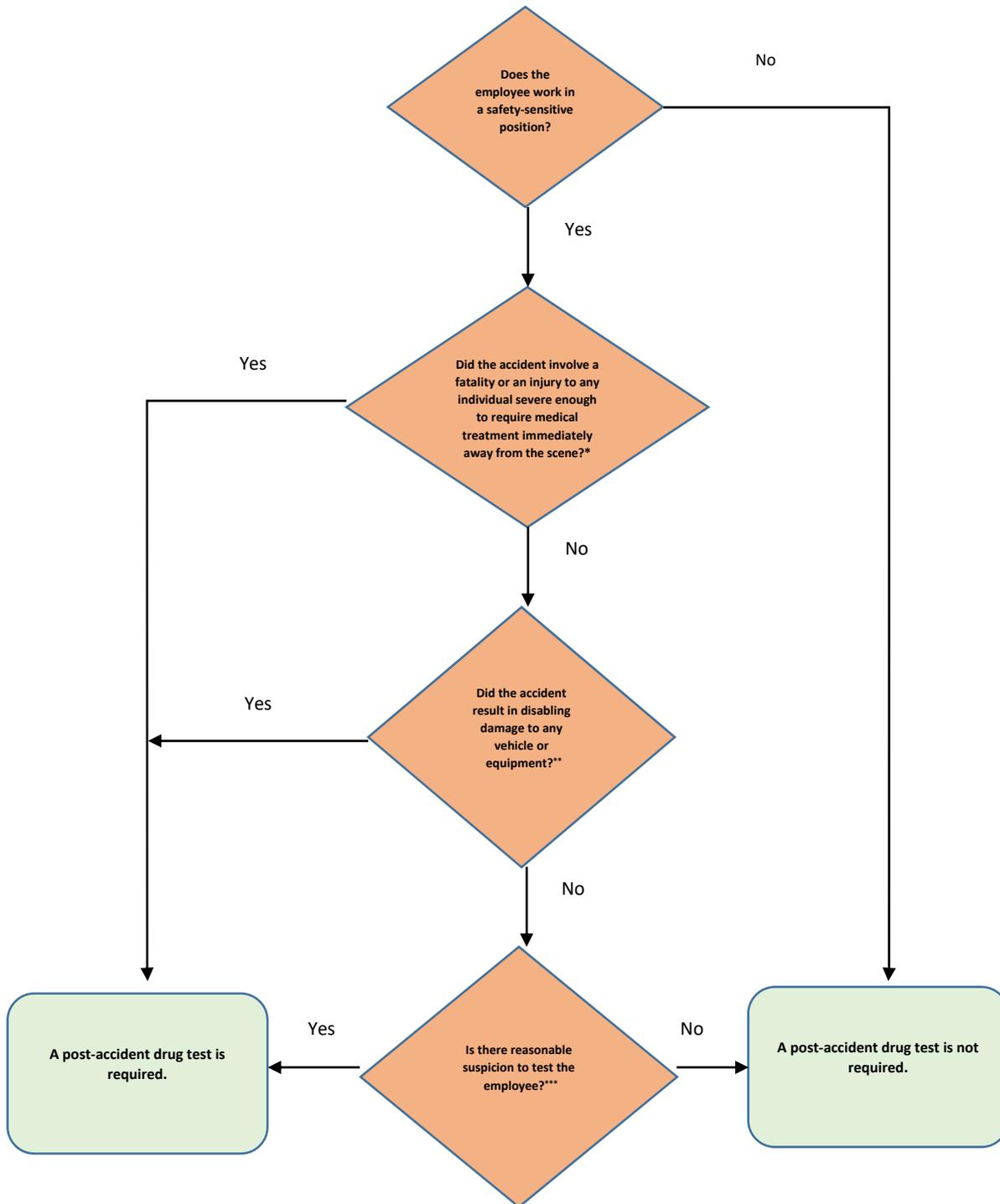


## When is a Post-Accident Drug Test Required?



\*This includes if an individual requires medical treatment immediately away from the scene of an accident, like to the Emergency Room or Urgent Care. It does not include employees requiring first aid treatment at Employee Medical.

\*\*Disabling damage refers to damage to a vehicle and/or other property that prevents the equipment or vehicle from performing its usual operations. Disabling damage also refers to damage which prevents the departure of a motor vehicle from the scene of an accident in its usual manner in daylight after simple repairs, as well as damage to motor vehicles that could have been driven, but would have been further damaged if so driven. Disabling damage doesn't include damage that can be remedied temporarily at the scene of an accident without special tools or parts, tire disablement without other damage even if no spare tire is available, headlight or taillight damage, or damage to turn signals, horns, or windshield wipers that makes them inoperable. The determination as to whether a windshield and/or mirrors is disabling shall be left to the discretion of the supervisor.

\*\*\*Reasonable suspicion is an expressible believe based on specific objective facts and rational inferences drawn from those facts that an employee has consumed or is under the influence of illegal drugs or alcohol while at work. Please see Section K.(II).(1.) of the Employee Handbook for more information.