Drug and Alcohol Awareness for Supervisors

Keep your employees safe and comply with your drug- and alcohol-free workplace policies! This Drug and Alcohol awareness training shows supervisors how to identify and address substance abuse in the workplace. Offered in a unique blended learning format, this training includes:

One-hour “Drugs and Alcohol in the Workplace” eLearning (pre-work)

One-hour, 15 minute expert-led live online learning session

Learning Objectives:
- Describe and define the problem of drugs and alcohol in the workplace.
- Describe the signs and symptoms of drug and alcohol intoxication or abuse.
- Apply an investigative framework for determining drug and alcohol testing, including:
  - Use of the Reasonable Suspicion Checklist.
  - Talking to the employee and other witnesses.
  - Handling common challenging situations, including post-accident testing.
- Review the drug testing process.
- Discuss the impact of legalized marijuana on the employer’s drug testing program.

Learning Options:
- Live Online plus On Demand training
- At your location

Who Should Attend:
- Managers/supervisors, Safety professionals, and HR professionals

*This program satisfies DOT and Iowa supervisor initial training requirements


Delivery options include learning at MRA, at your location, or online. Contact MRA to explore how this program may be customized to your unique individual and team training needs.

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Course Outline

- Discuss legal considerations for drug and alcohol testing
- List the types of drug and alcohol tests and when they apply
- Use criteria to determine reasonable suspicion
- Review the testing process and safeguards, confirmation of results, and what to do while waiting for results
- Handle confirmed positive results legally and safely
- Recognize the impact of legalized marijuana on drug testing and the workplace