

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



CEUs:
0.2 (2 hours)

HRCI Credits:
2 HR (General)

SHRM:
2 PDC

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*

Learn. Grow. Succeed.

**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.**



www.mranet.org

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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



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