

The SAP Return-To-Duty Process

How It Works

The employee in violation of the DOT regulations for drug or alcohol testing is removed from safety sensitive duty.

The employer must provide all employees (current, former & prospective) in violation with information about DOT qualified SAPs.

The SAP performs a clinical evaluation of the employee and recommends treatment and/or education, providing documentation to the Designated Employee Representative (DER).

The employee complies with the SAP's recommendations. The SAP then conducts a follow-up evaluation & determines the employee's eligibility to return to safety sensitive duty providing documentation to the DER.

Once the DER receives the SAP's documentation indicating the employee is eligible to return to safety sensitive duty, the employee must pass a Return to Duty Drug/Alcohol Screening before returning to duty at the employer's discretion

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