

VA RANDOM DRUG SCREENING

Background: Random Drug Screening Test Group

- The VA nationally has established a Drug-Free: Workplace Program, which includes random testing for the use of illegal drugs by employees.
- This Drug-Free Workplace Program requires random testing of medical residents and fellows who participate in training rotations at the VA.
- All residents and fellows who rotate at the VA will be subject to the VA's random drug testing program.
- You will be asked to sign a Random Drug Testing Notification and Acknowledgement form.

What Happens Now?

- All trainees, if they have not already done so during the onboarding process, must sign the Random Drug Testing Notification and Acknowledgement Memorandum.
- After 30 days, you will be entered into the Random Drug Screen Program.
- If your name is selected while on VA rotation, you must report to the designated laboratory on the same day that you are notified.
- If your name is selected while you are off VA rotation, you'll be required to complete the drug screening if/when you return to work at the VA.
- Refusal or inability to submit a sample will be treated as a positive result.

Positive Tests

- You will be given the opportunity to present a prescription from your doctor to explain prescribed medications during an interview with a VA Employee Health Physician.
- If you are found to be using illegal drugs or using legal drugs without a valid prescription, you will be removed from duty and sent to UMMC Employee Health for Fitness for Duty Testing.
- A positive test result may affect your employment at UMMC. Please refer to the hospital's Drug Free Workplace Policy and Fitness for Duty Policy for more information. Both are available on the UMMC intranet.

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How Will Tests Be Performed?

- The testing procedures, including the collection of a urine specimen, will be conducted in accordance with Department of Health and Human Services Guidelines for Drug Testing Programs.
- The test will be performed via split sample, A and B cup. The sample is split at time of collection and transmitted with the primary specimen for storage in accordance with Chain of Custody procedures. The samples are sent to the VA's HHS-certified lab in Minnesota. If the A cup is positive, the tested individual has the opportunity to have the B cup tested at any HHS approved facility in the country. When the B cup is tested, either GC mass spect or LC liquid chromatography methods are used.
- You can be assured that the quality of testing procedures is tightly controlled, that the test used to confirm use of illegal drugs is highly reliable and that the test results will be handled with maximum respect for individual confidentiality, consistent with safety and security.
- Random testing will begin no sooner than 30 days from the date you sign the VA's acknowledgement form.

What Drugs Will They Be Testing For?

- Marijuana
- Opiates
- Cocaine
- Amphetamines
- Phencyclidine (PCP)

Helpful Links



[UMMC Fitness For Duty Policy](#)



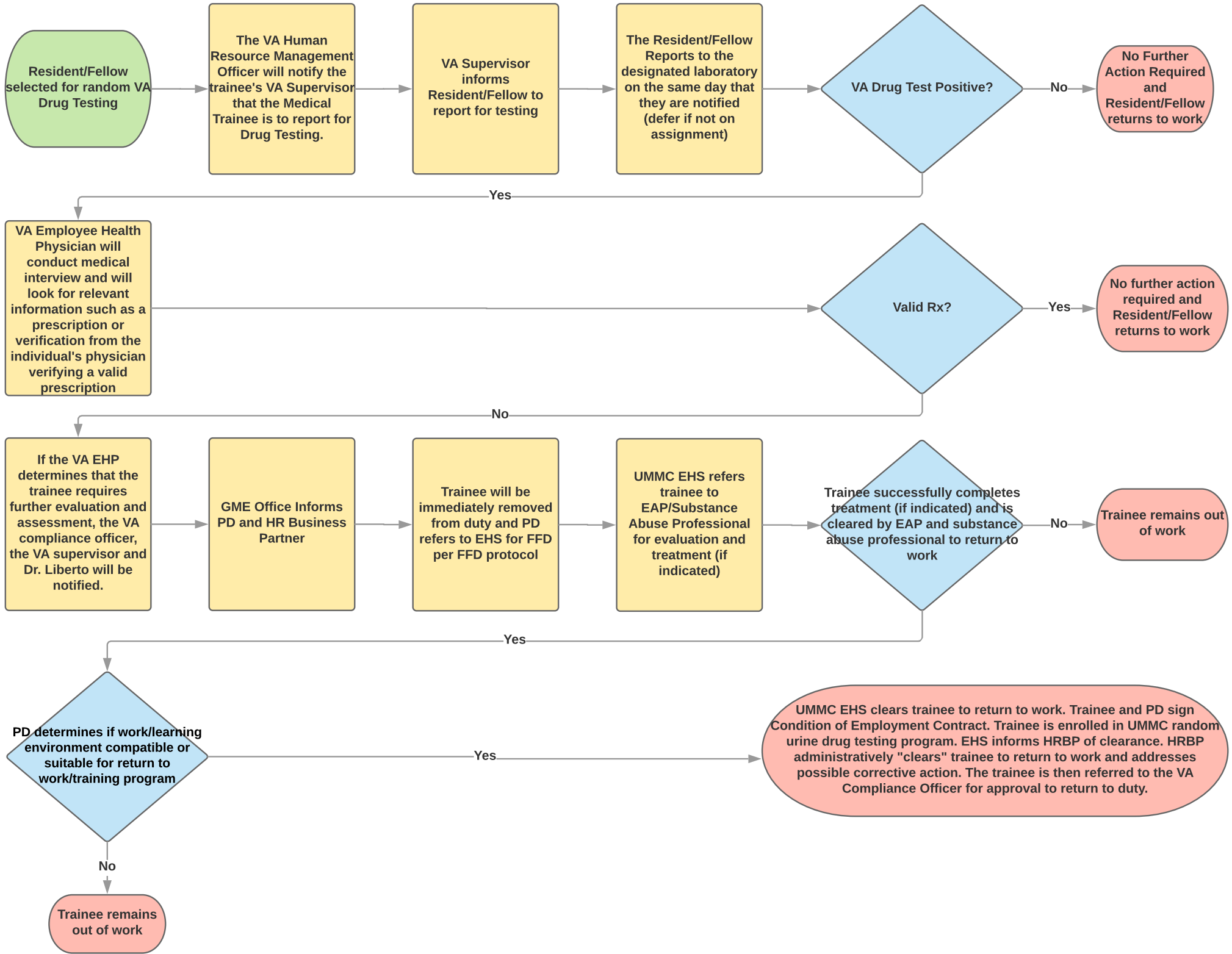
[UMMC Fitness For Duty Evaluation Process](#)



[UMMC Physician Impairment and Counseling Services Policy](#)



[UMMC Drug Free Workplace Program Policy](#)



**Department of
Veterans Affairs**

Memorandum

From: VHA Office of Academic Affiliations (OAA)

Subj: Random Drug Testing Notification and Acknowledgement

To: Health Professions Trainee (HPT) in a Testing Designated Positions (TDP)

1. On September 15, 1986, President Reagan signed Executive Order 12564, Drug-Free Federal Workplace, establishing a policy against the use of illegal drugs by Federal employees, whether on or off duty. In accordance with the Executive Order, VA has established a Drug-Free Workplace Program to include random testing for the use of illegal drugs by employees (to include trainees) in sensitive positions.
2. This is to notify you that as an HPT in a sensitive position you may be subject to random drug testing. The testing procedures, including the collection of a urine specimen, will be conducted in accordance with Department of Health and Human Services (HHS) Guidelines for Drug Testing Programs.
 - a. The only VHA Training Programs exempt from Random Drug Testing per policy are:
Clinical Pastoral Education (Chaplain), Social Work, Dietetics, Occupational Therapy, Optometry, Audiology, Speech Pathology, Non-Clinical and Administrative
3. You can be assured that the quality of testing procedures is tightly controlled, that the test used to confirm use of illegal drugs is highly reliable and that the test results will be handled with maximum respect for individual confidentiality, consistent with safety and security.
4. As a trainee subject to random drug testing you should be aware of the following:
 - Counseling and rehabilitation assistance are available to all trainees through existing Employee Assistance Programs (EAP) at VA facilities (information on EAP can be obtained from your local Human Resources office).
 - You will be given the opportunity to submit supplemental medical documentation of lawful use of an otherwise illegal drug to a Medical Review Officer (MRO).
 - VA will initiate termination of VA appointment and/or dismissal from VA rotation proceedings against any trainee who is found to use illegal drugs on the basis of a verified positive drug test.
 - Termination and/or dismissal from VA rotation proceedings will be initiated against any trainee who refuses to be tested.
5. Random testing will begin no sooner than 30 days from the date you sign this acknowledgement.
6. Visit the US Office of Personnel Management (OPM) Work-Life webpage for information on Services Available for You, Guidance & Legislation as well as Substance User Disorder.
<https://www.opm.gov/policy-data-oversight/worklife/employee-assistance-programs/>

I acknowledge receiving and reading the notice which states that my position may be designated for random drug testing, and that, if selected, refusal to submit to testing will result in termination and/or dismissal from the VA.

Training Program and Affiliate

Print Name and Date Signed

Signature