

DRAFTING AND IMPLEMENTING A PROPER SUBSTANCE ABUSE POLICY

by

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- How should you define “**REASONABLE SUSPICION SUBSTANCE ABUSE TESTING**” in your policy?
- How should managers **DOCUMENT “REASONABLE SUSPICION”** when they see it?
- What **SIGNS** should you look for in **RECOGNIZING EMPLOYEE SUBSTANCE ABUSE**?
- How many people should **WITNESS** suspicious behavior before you test someone?
- How should you define “**SUBSTANCE ABUSE**”?
- What **FEDERAL CUTOFF LEVELS** should you be using?
- What should you do about the use of **LEGAL DRUGS** in your policy?
- What should you do about the **ODOR** of alcohol?
- What different types of “**SUBSTANCE ABUSE TESTING**” should you be using?
- How should you **COMMUNICATE** your new policy?
- What should your policy say about **SEARCHING** employees’ personal belongings for contraband?
- What do you do about people who say, “**What I do on my own time is my own business?**”

...and **MUCH, MUCH** more...

Join Scott as he reviews how to **DRAFT AND IMPLEMENT A PROPER SUBSTANCE ABUSE POLICY** in his own unique, practical and humorous style. Scott will not only outline this process for you, but he will review how to use this information **IMMEDIATELY!**



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One of Business First Magazine's "20 People To Know In HR"

CEO Magazine's 2008 Human Resources "Superstar"

Nationally Certified Emotional Intelligence Counselor

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[Scott Trains Managers and Employees ON-SITE in over 40 topics](#)

Scott Warrick specializes in working with organizations to *prevent* employment law problems from happening while improving employee relations. Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go.

Scott travels the country presenting his various programs, including his ["Living The Seven Skills of Tolerance," "Bullying and Healing The Human Brain," "The 7 Myths & 7 Skills of Strategic HR," "Freaks & Geeks: Preventing All Forms of Bullying & Harassment In The Workplace" and "Emotional Intelligence For Humans."](#)

Scott's <https://Do-It-Yourself HR Department & Legal Compliance Service> is a favorite among Human Resource Professionals to not only inform clients of the changes in Employment Law but to also bring their departments into compliance ... **AND KEEP THEM THERE!**

Scott's academic background and awards include:

- Capital University College of Law (Class Valedictorian (1st out of 233))
- Master of Labor & Human Resources and B.A. in Organizational Communication: The Ohio State University
- The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council's David Prize for Creativity in Human Resource Management

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