



Drug Free Workplace Program

Alcohol & drug abuse has become an epidemic in the United States. The human and economic costs directly related to the epidemic such as injuries, illness, death, morale problems, property damage, absenteeism, tardiness, low productivity, increased health insurance costs, increased worker's compensation claims, and costs associated with training and replacing new employees are a major drain on companies nationwide.

The Department of Transportation requires by law that companies establish drug and alcohol testing and training programs for all drivers of vehicles that require a commercial driver's license.

DOT & worker's compensation insurance requires that a company must comply with the following:

- **Drug Testing**
- **Alcohol Testing**
- **Employer Policy**
- **Employee & Supervision Training**
- **Substance Abuse Professional**

One aspect of Project ADAM's mission is to assist employers in providing a comprehensive Drug Free Workplace Program.

Project ADAM offers pre-employment, post-accident, reasonable suspicion, return-to-duty and follow-up drug testing.

- **5-Panel Drug Screen:**
\$30 per screen in clinic
Includes: 24-hour reporting of results, record retention and random selections
- **9-Panel Drug Screen:**
\$35 per screen in clinic
Includes: 24-hour reporting of results, record retention and random selections
- **NIDA Drug Screen:**
\$45 per screen in clinic
Includes: MRO fee, laboratory analysis, reporting results and random selections
- **Alcohol Screens**
\$20 per screen in clinic
- **Random Selection**
No Charge
Includes: Establishing database with employee identification number, selecting monthly or quarterly random employees for alcohol & drug screens
- **Collection**
\$12 collection fee using your lab

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Employee Policy:

Project ADAM will assist companies in formulating a written policy on the misuse of alcohol and controlled substances. A signed copy of the policy should be included in each employee's file.

Training:

- 120 minutes for supervisor (60 minutes on drugs; 60 minutes on alcohol)
- 60 minutes for safety sensitive employees

Project ADAM will help develop your company policy and will provide supervisors training for a fee of \$300, providing training and materials for one supervisor. Additional supervisors may be trained for a fee of \$20 each, which includes material fee.

Substance Abuse Professional:

Gina McDonald is a nationally certified addiction counselor. She has 25 years of experience in the addiction counseling profession and is a qualified substance abuse professional.

Project ADAM will conduct a complete personal and clinical evaluation for the employee to determine what assistance is required for problems associated with alcohol and drug use. The substance abuse professional directs the follow-up treatment and testing plan.

Alcohol/Drug Education Group

Purpose:

To provide an effective and efficient intervention program for individuals who have experienced significant life difficulties relating to their use and abuse of substances. A two-pronged approach is utilized not only to increase knowledge of the effects of substance abuse, but also to provide a therapeutic experience that will initiate a long-term transformation.

Goals:

Each group participant will:

- Increase their understanding of the physical and psychological addiction process.
- Apply this knowledge to their personal life situations in ways that foster individual behavioral changes..
- Learn to identify triggers to their use/abuse of substances.
- Increase their understanding of how use/abuse of substances affects significant others in their lives.
- Learn and utilize healthy ways to deal with life stressors.
- Understand why they choose to use/abuse substances and develop specific alternative strategies to obtain and remain abstinent.
- Increase their knowledge of support resources in their area to maintain sobriety.

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Parameters of the Group:

Clinical evaluation: \$75
6-week group: \$40 per group/Total \$240
Drug Testing: \$25
Weekly Meetings: Tuesday 5:30 p.m. to 6:30 p.m.

Groups will be held at:
Project ADAM

Evaluation:

A follow-up evaluation will be conducted at the conclusion of group to determine eligibility for return to employment.