

DETERMINING REASONABLE CAUSE

EE NAME:	DATE:	TIME:
SPVR:	LOCATION	DEPT.

Reasonable cause is defined as a legitimate, non-discriminatory belief, formed on the basis of clear, observable, and articulable facts, that an employee is under the influence of or impaired by alcohol or drugs while on duty or in the workplace.

Reasonable cause testing may be required where: (1) the employee admits impairment at work and/or (2) there are reasonable grounds based on observable indicators (below).

1. Notify the employee and immediately remove them from duty.
2. Call ##### to book testing.
3. Arrange transportation for employee to and from the collection facility.

STEP 1: OBSERVATION (Select all that apply)	
Appearance: ☐ Eyes - bloodshot ☐ Eyes - watery ☐ Eyes - dilated pupils ☐ Eyes - constricted pupils ☐ Flushed complexion ☐ Cold/clammy/sweats ☐ Disheveled clothes or appearance Also: ☐ Traces of alcohol in containers ☐ Substances with appearance of drugs ☐ Drug equipment (pipes, lighters, syringes, etc)	Behaviour: ☐ Blank stare/withdrawn/unresponsive ☐ Agitated or paranoid ☒ Drowsy/reduced motivation ☐ Tremors/shakes/fidgety ☐ Clumsy ☐ Difficulty making decisions ☐ Reduced co-ordination ☐ Absences/lateness ☐ Increased risk-taking/lowered inhibitions ☐ Complaint of flu-like symptoms ☐ Frequent use of mints or eye drops ☐ Exaggerated work accomplishments
Odour: ☐ Alcohol ☐ Skunky (cannabis)	Speech: ☐ Slurred ☐ Incoherent ☐ Loud/boisterous ☐ Nonsensical ☐ Excessive chatter and/or cursing ☐ Rapid

STEP 2: CONFIRM
Admission of to use of Alcohol or Drugs? YES / NO - If yes fill out below: When?

Statement Of Reasonable Cause Audit Report

JR Anderson



Statement Of Reasonable Cause Audit Report:

The Enigmatic Realm of **Statement Of Reasonable Cause Audit Report**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing in short supply of extraordinary. Within the captivating pages of **Statement Of Reasonable Cause Audit Report** a literary masterpiece penned by a renowned author, readers embark on a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting effect on the hearts and minds of people who partake in its reading experience.

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