** Strictly Confidential**

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.
- Arrange transportation for employee to and from the collection facility.

Appearance:	Behaviour:	
☐ Eyes - bloodshot	□ Blank stare/withdrawn/unresponsive	
□ Eyes - watery	☐ Agitated or paranoid	
☐ Eyes - dilated pupils	☑ Drowsy/reduced motivation	
□ Eyes – constricted pupils	☐ Tremors/shakes/fidgety	
☐ Flushed complexion ☐	☐ Clumsy	
Cold/clammy/sweats	☐ Difficulty making decisions	
☐ Disheveled clothes or appearance	 □ Reduced co-ordination □ Absences/lateness □ Increased risk-taking/lowered inhibitions □ Complaint of flu-like symptoms 	
Also:		
□ Traces of alcohol in containers		
□ Substances with appearance of drugs		
□ Drug equipment (pipes, lighters,	☐ Frequent use of mints or eye drops	
syringes, etc)	☐ Exaggerated work accomplishments	
Odour:	Speech:	
□ Alcohol	□ Slurred	
□ Skunky (cannabis)	□ Incoherent	
	☐ Loud/boisterous	
	□ Nonsensical	
	□ Excessive chatter and/or cursing	
	□ Rapid	
STEP 2: CONFIRM	Ad	
Admission of to use of Alcohol or Drugs?	YES / NO - If yes fill out below:	
When?		

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RM Cervero

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particles that can migrate under the influence of an electric field $% \left(1\right) =\left(1\right) \left(1\right)$

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