

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drugs ☐ Drug equipment (pipes, lighters, syringes, etc) Odour: ☐ Alcohol ☐ Skunky (cannabis)	Behaviour: ☐ Blank stare/withdrawn/unresponsive ☐ Agitated or paranoid ☒ Drowsy/reduced motivation ☐ Tremors/shakes/fidgety ☐ Clumsy ☐ Difficulty making decisions ☐ Reduced co-ordination ☐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 Speech: ☐ Slurred ☐ Incoherent ☐ Loud/boisterous ☐ Nonsensical ☐ Excessive chatter and/or cursing ☐ Rapid
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STEP 2: CONFIRM

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

When?

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**United States. Internal Revenue
Service**

A red circular graphic with a gradient, appearing as a partial circle or a thick arc, located to the right of the United States Internal Revenue Service text.

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Republic of North Macedonia: Central Bank Transparency Code Review International Monetary Fund. Monetary and Capital Markets Department,2022-01-28 The National Bank of the Republic of North Macedonia NBRNM is implementing advanced transparency practices The long standing commitment to transparency noted by a number of stakeholders and forcefully re affirmed in the recent period is well anchored in the law and it has been designated by the NBRNM as a strategic objective to fulfill its mandate This policy has earned the NBRNM noteworthy trust from stakeholders met by the mission and it has paid significant dividends in terms of anchoring its autonomy and ensuring policy effectiveness **The Audit Failures of the Wirecard Scandal** Edgar Löw,Reinhard Heyd,2024-07-15 Wirecard was the largest economic scandal in the history of Germany Following the collapse of Wirecard numerous lawsuits both criminal and civil by equity and debt investors were filed not only against Wirecard but also against the auditor Ernst Young This book demonstrates that a proper audit in accordance with the auditing standards would have uncovered the fraud much earlier and details what went wrong The book first deals with the fundamentals of auditing and examines the Wirecard business models from a legal and economic perspective Then the book deals with the fiduciary structure which there has been often debated When the fraud was uncovered it became clear that 1 9 billion Euros that were supposed to be in escrow accounts were not The book discusses the balance sheet mapping in detail including the related audit requirements and examines in which balance sheet item the amounts allegedly in escrow accounts should have been reported before examining and weighing the corresponding income statement items In each chapter not only are the accounting requirements presented but the requirements for audit measures based on the respective Standards on Auditing are highlighted and explained in detail The book places the requirements for reporting in the context of the Wirecard case and will be of interest to accountants auditors market regulators and credit risk analysts alongside students of accounting auditing *The Massachusetts register* ,1988-07-22

Reports and Documents United States. Congress,1968 *Hearings, Reports, Public Laws* United States. Congress. House. Committee on Education and Labor,1967 "Code of Massachusetts regulations, 2007" ,2007 Archival snapshot of entire looseleaf Code of Massachusetts Regulations held by the Social Law Library of Massachusetts as of January 2020

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