

Department of Energy Substance Abuse Testing Program

[Executive Order 12564, Drug-Free Federal Workplace](#), states in part that "the use of illegal drugs or the use of legal drugs illegally by Federal employees impairs the efficiency of Federal Agencies, jeopardizes public health and safety, and violates the public trust." Substance abuse increases the burden on other employees who do not use illegal drugs and also is an economic problem due to lost productivity in the workplace, insurance claims, sick benefits, accidents, and theft. Abusers endanger all who rely on them for their well being and safety.

If your new position requires a pre-employment drug testing, your HR Specialist will contact you with more information and instructions on what is required prior to reporting for duty. Executive Order 12564, Drug-Free Federal Workplace, applies to all employees, even if your position is not designated as part of the testing pool.

The Department's Substance Abuse Testing Program covers all Federal employees of the Department of Energy. Authorization for this program comes through Executive Order 12564 or Department of Transportation regulations (49 CFR). The Department's Program covers applicant, random, reasonable suspicion, post-accident, and voluntary testing. However, only those employees who occupy a position that is a Testing-Designated Position (TDP) are subject to random testing. Applicant, reasonable-suspicion, post-accident, and voluntary testing cover all employees. The Program was established to help employees seek help for substance abuse problems through the Employee Assistance Program and to deter employees from using illegal drugs.

TDP's fall into several position categories, including: National Security, Public Health and Safety, Presidential Appointees, Law Enforcement, and Operation and Maintenance of Transportation or Major Electrical Equipment. Currently there are approximately 2,500 positions that meet the TDP criteria and are therefore included in the Department's Random Testing Pool. Employees who occupy a position in the Random Testing Pool will receive (if you haven't already) a 30-Day Notice informing you that your position is included in the Random Testing Pool; that you that you will be subject to random testing 30 days after the date of the notice; and that provides in greater detail information concerning the Testing Program and the requirements and procedural steps concerning sample collection, testing, and the final decision by the Medical Review Officer (MRO). The Notice also covers what steps will be followed by the agency in the event of positive test results and what responsibilities you have with the Department's Drug-Free Workplace Program.

Additional information concerning the Department's Drug-Free Workplace Program can be obtained by reviewing DOE O 3792.3, Drug-Free Federal Workplace Testing Implementation Program. You may also contact Jason Anderson at andersjl@id.doe.gov or 203-526-0174 with questions about the Department's Drug-Free Workplace Program