



Supervisor Training Topics

To be comprehensive, a supervisor training program should include the following topics and information:

- Supervisor/manager role in drug-free workplace program
- Overview of federal and state requirements
- Liability issues for companies and supervisors
- Types of drugs
- The addiction cycle
- Effects and signs of use
- Drug testing overview and types of drug testing
- Recognizing enabling behaviors
- Identifying and documenting job performance problems
- The corrective review
- The referral process
- Return to work issues for the supervisor/manager & the employee
- Role of the supervisor/manager in the early recovery process

Supervisor training is strongly recommended for all employers - not just those mandated to provide a minimum of two (2) hours of supervisor training under U. S. Department of Transportation (DOT) regulations.

Supervisor training can be invaluable if your business does not have a testing program, but crucial to the success of a drug-free workplace testing program. It should also be noted that there is case law supporting the need for supervisor training when a testing program includes reasonable suspicion testing.