

# Post-Accident Alcohol and Drug Testing Policy

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<b>POLICY:</b> Post-Accident Alcohol and Drug Testing			
<b>POLICY NUMBER:</b>	300.27	<b>CUSTODIAN:</b>	Special Projects
<b>APV'D DATE:</b>	11/17/2020	<b>REVIEW DATE:</b>	11/2020
<b>EFFECTIVE DATE:</b>	11/17/2020		
<b>REFERENCES:</b> On the Job Injury Policy, White Earth Reservation Workers' Compensation Policy,			

**Part 1. Policy Background and Purpose.**

To comply with the Workers' Compensation Policy, White Earth Tribal and Community College (WETCC) will conduct post-accident/injury drug testing.

**Part 2. Definitions.**

Post-accident/injury is following any type of an injury while performing the duties of an employee's assigned job.

**Part 3. Responsibility.**

It is the responsibility of an employee to report any injury to their supervisor, or the supervisor's designee within 8-hours of the occurrence causing the injury.

It is the supervisor's responsibility (or their designee) to contact the White Earth Reservation's Post Accident Phone Line 218-935-2143 and transport the injured employee to White Earth Drug Testing to ensure the necessary injury forms are completed.

**Part 4. Policy.**

Any accident or injury involving an employee while they are on duty, including offsite work, must be reported to the supervisor or their designee as soon as possible, but no later than 8-hours after the occurrence that caused the injury, including a car accident, regardless if it is a company owned vehicle or a personally owned vehicle, that results in injuries.

An employee who is injured on the job must submit to alcohol and drug testing within 8 hours of the injury. Supervisory personnel shall make the arrangements for alcohol and drug testing with the White Earth Reservation's Post Accident Phone Line (218-935-2143), 24 hours a day, 7 days a week.

An employee who does not submit to the required alcohol and drug testing within 8 hours of an injury is subject to disciplinary actions, unless incapacitated due to the injury.