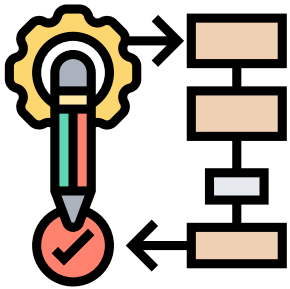


Mandatory Post Accident Drug Testing

As your Workers' Compensation insurance carrier Falls Lake Insurance **REQUIRES** employers to conduct post-accident drug testing (PADT). After a workplace injury, a PADT is used to determine whether drugs or alcohol factored into the accident.



While a positive result does not necessarily mean that an employee's substance use was the main cause of the accident, it is critical that the **test is performed** and that you **request the sample to be preserved.**

The employer should establish a drug testing policy that clearly communicates how and when PADT will occur.

For more information on Implementing a PADT policy, click [here](#).

How to Locate PADT Provider:

- [Find a Provider](#) Who Performs PADT
 - Click "Find a Provider"
 - Select "Address Search"
 - Enter Address and Select "Drug Screening Site"
 - If an employee goes directly to the hospital or urgent care, request a drug screening.



For additional questions, please contact our [Loss Control Department](#).

Immediately [File a Claim](#) with Falls Lake Insurance

How PADT Benefits Employers:

A drug test is just one of several resources an employer can use to better understand and prevent workplace accidents.



Although the primary purpose of PADT is to determine whether drug use led to unsafe work practices, it has other benefits:

- Employers may receive benefits related to Workers' Compensation premiums and claims if they implement a drug-free workplace program that involves post-accident and pre-employment drug testing.
- Drug Testing may discourage drug use among employees.

Establishing a Program for Drug Testing:



The policy should be included in the Employee Handbook signed by new hires and by all employees annually.

Training should include explaining aspects of your drug testing program, such as:

- Protocols for executing the drug testing policy
- Policy rules and expectations
- Testing guidelines
- Consequences of violating the drug policy
- Having drug policies signed by employees

Training your employees, managers, and supervisors on company drug testing standards is a necessity.