



Testing is **required** when you have a  
**Reasonable Suspicion**

- 1 OBSERVE** Appearance, behaviour, speech, odour
- 2 CONFIRM** Broaden and list observations, ask worker how they're doing
- 3 DOCUMENT** Use the appropriate form to track observations
- 4 CONFRONT** Prepare > Engage > Introduce testing
- 5 TEST** Escort worker to testing facility

## ***How to Confront:***

- ✓ **Clarify the meeting.**
- ✓ **Share observations.**
- ✓ **Share your concerns.**
- ✓ **Let them explain.**
- ✓ **Introduce testing.**



**BCD&A Drug & Alcohol Program  
Society**