Post Accident Alcohol and Drug Testing Policy

Policy Number	300.27.02	**Custodian**	Human Resources
Approved Date	11/17/2020		
Effective Date	7/10/2024	**Review Date**	Nov. 2020
References: On the Job Injury Policy, White Earth Reservation Workers' Compensation Policy			

1. **Purpose**

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

2. **Persons Affected**

   2.1. Staff

3. **Policy**

   This policy is to ensure the following:

   3.1. Alcohol and drug testing is conducted when there is an employee accident.

4. **Definitions**

   4.1. Post-Accident and Post-Injury. Following any type of an injury while performing the duties of an employee's assigned job.

   4.2. Accident. An incident which results in injury.

5. **Procedures**

   5.1. Any accident or injury involving an employee while they are on duty, including offsite work, must be reported to the supervisor no later than 8-hours after the occurrence that caused the injury.

   5.2. Supervisory personnel arrange for alcohol and drug testing with the White Earth Reservation's post accident phone line within 8 hours of the accident.

   5.3. 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.

Revision History

Rev. Date	Rev. No.	Revision

7/10/2024	1.	Housekeeping; New Format; Custodian Change
11/17/2020	2.	Original