

Post Accident Alcohol and Drug Testing Policy

Policy Number	300.27	Custodian	Human Resources
Approved Date	7/10/2024		
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