

Drug Testing and Reasonable Suspicion Certification



Drug Testing Laws: Whether it's a federal law or state specific law, it is crucial to pay attention to how your drug testing policy is written and implemented. We'll discuss the legal requirements both federally and state specific and how to best manage employees who come to work under the influence.

Marijuana: Sweeping legislation across all states has now made this an incredibly complicated and prevalent issue. We'll discuss the state specific requirements, how to ensure you do not discriminate against medical marijuana users, and what you can do to protect the organization.

Leave Laws and Substance Abuse: In the event you do have an employee with an addiction to substances or drugs, they may be protected under federal leave laws and state specific leaves. This course will provide an overview of how to manage difficult and sensitive discussions with employees. We'll also cover the legal allowances and protections you should be aware of.