

Drug Testing:

Adapted from <https://www.eeoc.gov/facts/ada18.html>

The Americans with Disabilities Act (ADA) does not prevent employers from drug testing future employees for use of illegal substances. Many companies will conduct drug tests as part of the pre-hiring process, meaning after you have received a condition job offer. Drug tests are to identify individuals who use illegal drugs only. Drug testing cannot be used to determine if an individual has a disability. Some companies will conduct drug testing at their occupational health center. Other companies will conduct drug testing at a health care center. The test must be conducted in settings where privacy and confidential are kept.

Some prescription medications, such as stimulants used to help individuals with ADHD, may show a positive drug screen even though you do not take illegal drugs.

If you are required to take a drug test and take medications, it may be useful to take with you to the lab performing the test:

- Information about any medications your doctor has prescribed you. This may entail taking your medication in their prescription bottles with you, or copies of your prescriptions, or information about your prescription given to you from the pharmacy
- Your prescribing doctor's name and office contact information
- Name and contact information of pharmacy that fills your prescriptions
- Information about any over the counter medications (e.g. Tylenol), Vitamins (e.g. Nature's Vitamin B6), or any health supplements (e.g. Melatonin) that you may take.

Sometimes, the lab will conduct further testing to make sure the positive results are from legally prescribed medication or legal supplements. They may ask you for consent to contact your doctor or pharmacy to make sure that you have been prescribed the medication. A medical review officer may conduct further analysis as well to make sure that the positive result is related to legally, prescribed medications or legal supplements.

Results from drug testing are to be kept confidential.