



Mandatory Drug and Alcohol Testing (MDAT) Frequently Asked Questions

Why is drug and alcohol testing required?

Individuals seeking employment in “safety-sensitive” positions shall be subject to drug testing. Per the Child and Youth, Safety and Health Omnibus Amendment Act of 2004 (D.C. Law 15-353, D.C. Official Code § 1-620.31 et seq.), a “safety-sensitive” position is defined as “employment in which the District employee has direct contact with children or youth; is entrusted with the direct care and custody of children or youth; and whose performance of his or her duties in the normal course of employment may affect the health, welfare, or safety of children or youth.”

Who is subject to testing?

All employees in school-based positions, both instructional and non-instructional, are subject to testing.

Which substances does DCPS test for?

The drug test is used to determine the presence of the following illegal drugs/controlled substances – marijuana, cocaine, opiates, amphetamines, and phencyclidine. Employees are also tested for the presence of alcohol.

Are employees required to disclose to DCPS any prescription medications that they are taking?

If the results are positive, you will receive a call from The Medical Review Officer (MRO). The MRO will contact you to determine whether there is a legitimate reason for the positive test, and that’s where you will present your prescription. The MRO will then contact the employee’s physician to verify the prescription.

If you are currently registered in a medical marijuana program, please send that evidence to the DCPS Mandatory Drug and Alcohol Testing program at dcps.mdat@k12.dc.gov. Participation in a registered medical marijuana program must be provided before an employee presents a reasonable suspicion of intoxication and is required to test. Failure to provide documentation of participation in a medical marijuana program prior to testing positive for marijuana is grounds for termination from employment.

Notwithstanding participation in a medical marijuana program, an employee is not permitted to use, possess or be under the influence of marijuana during their tour of duty. Confirmed use or possession of marijuana during an employee’s tour of duty is grounds for termination from employment.

Will an employee be disciplined for taking medication(s) in accordance with a valid prescription?

No. If an employee has a valid prescription for medication and follows his/her medical provider’s instructions when taking the medication, he/she will not be subject to disciplinary action.

Does this policy mean that DCPS does not allow its employees to consume alcohol?

No. DCPS does not aim to restrict employees from consuming alcohol during their personal time. However, the policy is designed to ensure that employees do not report to work intoxicated.

What happens if an employee does not pass the drug test?

If an employee does not pass the drug test, they are subject to termination and will be denied subsequent appointment to a position within DCPS for a period of one year.

Given the passage of Initiative 71, will DCPS still terminate an employee who tests positive for marijuana after using marijuana recreationally?



Yes. Although Initiative 71 decriminalizes limited recreational, off-duty use of marijuana, it does not allow safety-sensitive employees to report to work under the influence of marijuana. Although the primary purpose of the MDAT Policy is not to regulate employees' off-duty conduct, even after the passage of Initiative 71, employees who test positive for marijuana will be subject to the consequences of the MDAT Policy, regardless of when they used such substance.

What should an employee do if s/he suspects a co-worker is under the influence of drugs or alcohol?

The employee should report any suspected on-duty drug or alcohol use to a supervisor or directly to the MDAT Team via phone at (202) 724-5682 (Monday through Friday, 9am to 5pm). Reports will be held confidential to the full extent permitted by law.

What happens if an employee refuses to take a drug or alcohol test?

If an employee refuses to take a drug and/or alcohol test when directed to do so, his/her employment with DCPS will be terminated and he/she will be denied subsequent appointment to a safety-sensitive position within DCPS for a period of one year.

Will DCPS voluntarily share drug and alcohol test results with anyone?

No. All matters relating to drug and alcohol test results for employees will be kept confidential by the DCPS MDAT Team and separate from employee official personnel folders. The test results will not be turned over to anyone without the employee's written consent unless required by law.

What should an employee with a drug or alcohol problem do?

Employees who are struggling with drug or alcohol addiction are encouraged to immediately contact the Employee Assistance Program, INOVA about treatment options. Additionally, employees should contact the MDAT Team to obtain information on how to disclose a drug or alcohol problem prior to being subject to testing. The MDAT Team can be reached at (202) 724-5682 (Monday through Friday, 9am to 5pm) or dcps.mdat@k12.dc.gov.

How do I schedule a pre-employment drug test?

Once a candidate is selected for hire, the candidate will receive an email containing the link to schedule the drug test at a lab in their location.

Will DCPS Notify me of my test results?

Once DCPS has received the drug test result MDAT will release them to the Staffing and Recruitment team. They will be in touch with you regarding your next steps in the pre-employment process.



Resources

DCPS Mandatory Drug and Alcohol Testing Program (MDAT)

Phone: 202.724.5682
Email: dcps.mdat@k12.dc.gov
Fax: 202-535-2817
Website: <http://dcps.dc.gov/DCPS/MDATProgram>

DCPS Labor Management and Employee Relations (LMER)

Phone: 202.442.5373
Email: dcps.lmer@k12.dc.gov
Fax: 202.535.2817

Website: <https://dcps.dc.gov/page/dcps-labor-management-and-employee-relations>

Employee Assistance Program (Inova Employee Assistance)

Username: DCGOV
Password: DCGOV
Contact (800) 346-0110
Website: www.inova.org/eap