

Return to Work Agreement

These guidelines are to be followed once the supervisor has knowledge of any employee entering into and/or completing a rehabilitation program for the treatment of alcohol and/or drug abuse.

These guidelines are not intended to replace or alter any other policy related to a drug free workplace.

1. Employees who enter an approved rehabilitation program for the treatment of confirmed drug and/or alcohol abuse will be required to successfully complete the approved rehabilitation program. Failure to complete an approved rehabilitation program may result in termination.
2. Employees returning to work after treatment for alcohol and/or drug abuse should follow all treatment recommendations which concern their addiction recovery.
3. Employees returning to work after treatment for drug/alcohol abuse must submit to random drug testing at a minimum of _____ per year for a period of two years. Employees will be notified of the specific frequency of their periodic drug screens before they return to work. These tests will be called on a randomized basis and urine and/or blood specimens must be submitted to an AVPWP approved collection site. The employee is responsible for the cost of these screens. This clinic will accept random urine drug screens required by AVPWP for licensed veterinary professionals or veterinary students. (These screens may be required at a greater frequency and for a longer period of time per individual agreement with AVPWP)
4. Based on reasonable suspicion of drug or alcohol use, the supervisor or employer (or for the licensed professional or veterinary student, the AVPWP) may require that an employee submit to a drug screen immediately.
5. Failure to submit to a screen or a positive test result may result in termination without notice.
6. Employees must agree to release all screen results to _____.
7. Additional comments: _____.

NAME (employee)

DATE

(Employer)