

Random Drug Testing Program Caregiver FAQs

1. Why is Cleveland Clinic expanding its random drug testing program to include all caregivers?

Cleveland Clinic is committed to patient safety, caregiver health and a drug-free workplace. As part of its pledge to deliver safe, reliable care, Cleveland Clinic recognizes that impairment caused by chemical dependency and substance abuse/misuse can adversely impact patients and caregivers.

2. What drugs will be tested?

Testing is for a panel of drugs and substances including, but not limited to:

Amphetamines	Ketamine	Oxycodone
Barbiturates	Marijuana*	Phencyclidine
Benzodiazepines	Meperidine	Propoxyphene
Cocaine	Methadone	Tramadol
Fentanyl	Opiates	

3. Is participation in the program required?

Yes. All caregivers working at any of Cleveland Clinic's U.S. locations are subject to participate in Cleveland Clinic's drug testing program. Those who refuse testing will be referred to the Office of Professional Staff Affairs, Human Resources or Graduate Medical Education for disciplinary action.

4. How are caregivers selected for testing?

Caregivers will be selected at random by a computer-based random number generator. This means that caregivers will have an equal chance of being tested each time selections are made. Therefore, a caregiver may be selected several times in a row or not selected at all over the course of a year.

5. How will caregivers be notified that they have been selected for testing?

Selected caregivers will be notified by their manager/supervisor or by phone call, text-page or email to report for a random drug test.

6. After notification, what steps should a caregiver take?

The caregiver should report as directed to the designated collection site to provide a urine specimen during the scheduled work shift. This is not considered time away from work.

Please note: Bring **only** your Cleveland Clinic ID badge with you. Leave all valuables and personal items, including purse, wallet, and coat, in your work area for safekeeping. You cannot bring these items with you into the collection site. You may bring your cell phone but the case is subject to inspection. The caregiver will return to work after the testing has been completed.

7. What should a caregiver do if selected to report for random drug test when not at work?

Testing will only be conducted during the caregiver's scheduled work day. Caregivers are not expected to report for testing if on an excused absence (e.g., PTO, bereavement, jury duty, or other approved leave).

***Cleveland Clinic Cleveland Clinic is a drug-free workplace. Our Substance Abuse Policy prohibits caregivers from reporting to work or working impaired or under the influence of drugs, alcohol, or other controlled substances, including but not limited to, marijuana. This prohibition includes the use of or impairment from medical marijuana and consumables that contain tetrahydrocannabinol (THC), regardless of whether recreational or medicinal use is permissible under applicable state or local law.**

8. How will a caregiver receive the result of the drug test?

A physician Medical Review Officer (MRO) may call the caregiver to discuss the result of the drug test in the days following the test. *It is imperative that the caregiver provide a valid phone number as part of the collection process. The caregiver must respond to the call from the MRO as soon as possible to provide a medical explanation for a non-negative test result. Failure to do so can result in the caregiver's test being declared positive with subsequent administrative and/or disciplinary consequences.*

If the MRO does not contact the caregiver within two weeks of testing, the caregiver should consider the test negative.

9. How accurate are the results?

A chain of custody form is used to document the handling of the urine specimen, which serves as written proof of all specimen activity between collection site and laboratory. The laboratory testing analysis consists of an initial screening and a confirmatory test administered under scientifically accepted methods and procedures. Negative and non-negative results are reviewed by the MRO to maintain the integrity of the entire testing process.

10. Will a caregiver taking medication test positive?

When a test result is non-negative, the MRO will call the caregiver to determine if there is a medical explanation for the test result. If the MRO determines there is a legitimate medical explanation, the positive test will be reported as negative. If the MRO determines there is no legitimate medical explanation for the non-negative result, it is reported as a confirmed positive test.

11. What happens if a caregiver's test is reported as confirmed positive?

Confirmed positive test results will be submitted to the Caring for Caregivers program for follow-up. Managers/supervisors will be notified of next steps, including the removal of the caregiver from duty and/or whether a report to a licensing board or other authority is required.

12. Where can caregivers get confidential help, if they suspect they have a drug or substance abuse problem?

Cleveland Clinic encourages caregivers suspecting they may have a drug or substance abuse problem to voluntarily seek assistance through the confidential Caring for Caregivers Staff and Employee Assistance Program at 216.445.6970 or toll-free 800.989.8820.

Seeking voluntary treatment is completely confidential and would not serve as a basis for corrective action. Self-reporting to Cleveland Clinic immediately after being notified of a mandatory drug test does not release a caregiver from responsibility of taking the test and does not qualify as a voluntary referral.

13. Can caregivers get confidential help from Caring for Caregivers for other problems?

Caring for Caregivers is in place to assist caregivers and their family members with substance abuse, emotional health, mental health, family concerns and other problems that may affect their job

performance.

14. Does health insurance cover the costs of treatment?

Caregivers who are enrolled in the Cleveland Clinic employee and/or staff health plan are covered at 100 percent after prior authorization by Cleveland Clinic hospitals and physicians and, after applicable co-payments and/or deductible. To obtain prior authorization, contact the Medical Management Department at 216.986.1050. If prior authorization is not obtained, there may be a reduction in coverage.

15. What if a caregiver's health insurance coverage is not with Cleveland Clinic? Caregivers should contact their health insurance company to determine benefit coverage. The phone number is usually on the back of the health insurance card. Ask the customer service representative to explain the coverage for outpatient substance abuse, inpatient substance abuse, residential care and physician office visit coverage.

16. What about caregivers who have no health insurance?

Contact Caring for Caregivers for help locating the appropriate community resources by calling 216.445.6970 or toll-free 800.989.8820.

17. What are the benefits of having a random drug testing program?

The goal of the drug testing program is to provide a safer environment for patients and caregivers. The program will improve early detection and treatment of caregivers who abuse substances and reduce the incidence of dependency, abuse and misuse of substances that may be readily accessible to healthcare workers.

18. Are other health systems conducting random drug testing of their employees? Random drug testing is not a standard practice in healthcare currently. However, Cleveland Clinic supports the Department of Health and Human Services' recommendation, which advocates random drug testing of all healthcare professionals.

19. What resources are available for caregivers who have more questions?

- Visit: Occupational Health website at: [Enterprise Drug Testing Program](#)
- Visit the Caring for Caregivers Substance Use Awareness Center at: [Substance Use Awareness Center - Home](#)
- Contact: ONE HR Service Center at 216.448.2247 or toll-free at 877.688.2247, Monday- Friday, 7 a.m.-5 p.m.
- Call: Caring for Caregivers at 216.445.6970 or toll-free 800.989.8820.

20. Where can caregivers learn more about substance abuse?

Cleveland Clinic offers education and training programs that cover the effects of drug use, testing policies, consequences of a positive test and information on how caregivers can get in touch with Caring for Caregivers programs as well as community resources. Call Caring for Caregivers at 216.445.6970 or toll-free 800.989.8820.