

DOT vs. NON-DOT TESTING GUIDE

UNDERSTANDING THE KEY DIFFERENCES IN WORKPLACE DRUG & ALCOHOL TESTING

Knowing which testing program applies to your employees helps ensure compliance, safety, and the right testing process.

DOT TESTING Required by Federal Regulations		NON-DOT TESTING Governed by Employer Policy	
	Required by federal regulations		Governed by employer policy
	Applies to safety-sensitive positions		Applies to any position designated by the employer
	Strict DOT collection procedures		Employer-established procedures
	Federal Chain of Custody Form		Non-DOT Custody & Control Form
	Medical Review Officer (MRO) required		MRO optional (depending on program)
	SAP process required after violations		Employer policy determines next steps
	DOT Breath Alcohol Testing procedures		Employer policy for alcohol testing
	Direct observation when required by DOT		Observation based on employer policy
	Federal recordkeeping requirements		Company recordkeeping requirements

WHEN IS DOT TESTING REQUIRED?	
	Pre-Employment (when required)
	Random Testing
	Reasonable Suspicion
	Post-Accident
	Return-to-Duty
	Follow-Up Testing

TYPES OF TESTING AVAILABLE	
DOT	NON-DOT
	
• Urine Drug Testing • Breath Alcohol Testing (BAT)	• Urine Drug Testing • Breath Alcohol Testing • Hair Follicle Testing • Oral Fluid Testing

WHEN IS NON-DOT TESTING USED?	
	Pre-Employment
	Random Testing
	Reasonable Suspicion
	Post-Accident
	Return-to-Work
	Annual/Policy Testing
	For-Cause Testing
	Company-Specific Programs

WHICH PROGRAM APPLIES?



EMPLOYER REMINDER

Always follow your company's written drug and alcohol testing policy and all applicable federal regulations for DOT-covered employees.

