

The Arc of San Diego Post-Employment Drug/Alcohol Consent Form

Name: _____

Date: _____

1. I understand that The Arc of San Diego (Arc-SD) has a policy against the use, possession, sale or distribution of illegal drugs or being under the influence of illegal drugs or alcohol while on the job or during the workday. I understand Arc-SD has adopted a pre-employment drug-testing program as a method of maintaining a drug-free work environment. I further understand that random drug/alcohol testing for safety sensitive positions, including but not limited to drivers, will occur quarterly.
2. I hereby consent to the taking of samples of my urine, breath, blood or hair by Arc-SD, or its agents, for the purpose of the above drug/alcohol testing program and to the testing of such samples by any testing laboratory designated by Arc-SD. I hereby further consent to the release of any test reports on such samples, or other related medical information from the laboratory, to the Executive Director or Director of Human Resources and to the use of all such reports or other information by Arc-SD in its assessment of my employment application or continued employment.
3. I understand that my refusal to consent to such testing will result in my disqualification from further consideration for employment with Arc-SD.
4. I understand that, where required by law, I will receive a notice of positive test result and be given the appropriate time after such notice to provide additional information to explain the test results or to request, at my own cost, a retest of the sample if it involves a positive test for illegal drugs. I also understand that I will not be eligible to apply for employment with Arc-SD for a period of twelve (12) months from the date such testing based in a positive test finding.
5. I release and discharge Arc-SD, its agents, the laboratory selected by Arc-SD, officers, directors, employees and agents of each of the aforementioned from any and all claims or potential claims or actions related to such testing including the taking of samples, the testing process, procedures and analysis and the disclosure and utilization of the test results in considering my employment or continued employment.
6. Finally, I understand that if hired I am required to comply with The Arc of San Diego Drug-Free Workplace Policy, and any violations of this policy may result in disciplinary action, including immediate discharge. I also understand that this policy does not alter Arc-SD's policy that employment is terminable-at-will at the option of Arc-SD of any employee.

My signature below acknowledges that I have read and understand this consent form, and I agree to be considered for employment with The Arc of San Diego on the conditions set forth above.

Signature

Date