

What is a Substance Abuse Professional, or S.A.P.?

A Substance Abuse Professional (SAP), according to the U.S. Department of Transportation Office of Drug and Alcohol Policy and Compliance, is a person who evaluates employees who have violated a DOT drug and alcohol program regulation and makes recommendations concerning education, treatment, follow-up testing, and continuing care.

What is a Safety Sensitive Position?

Any commercial transportation related function, including but not limited to, moving or controlling a commercial vehicle and/or vessel; mechanical maintenance of vehicles and/or vessels; transporting hazardous materials or containers; maintaining the location of hazardous materials; and armed security.

What is the fundamental responsibility of the Substance Abuse Professional (SAP)?

The fundamental responsibility of the SAP is to provide a comprehensive face-to-face assessment and clinical evaluation to determine what level of care the employee needs in resolving issues associated with his/her substance use.

After the assessment, the SAP must recommend at a minimum, a course of education and/or treatment in which the employee must comply with prior to returning to DOT safety sensitive position. SAP (s) serves as a "gatekeeper" to the return-to-duty process.

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SUBSTANCE ABUSE
PROFESSIONAL
(SAP)



What if I enter treatment on my own?

This will not permit you (the employee) to return to safety-sensitive duties. DOT regulations required that you go to a qualified SAP for an evaluation, follow the SAP recommendations, and have a follow-up evaluation with the SAP prior to being considered for readmission into safety-sensitive functions in the DOT industry.

What happens if I terminate my current employment and apply with another employer?

The new DOT employer is required to obtain your drug/alcohol testing records from your previous employers for the previous 2 years. Your previous employer is required to report this violation. If there is no SAP report documenting compliance, no employer is permitted to hire you for DOT safety-sensitive functions until you have completed the return-to-duty process successfully. At minimal, the previous employer's records must include the initial evaluation by a qualified SAP and the follow up evaluation documenting your compliance with the SAP's recommendations.

What if I decide to work for a non DOT employer, do I have to complete the SAP evaluation?

No. If you choose to work for a non DOT employer, you do not have to complete the SAP process.

What if I forget to list my previous employers in an application form?

The Department of Transportation will hold you accountable under civil penalties and fines when it is discovered that you have provided safety-sensitive functions without completing the return-to duty process successfully. Falsification is a serious offense!



What is a Substance Abuse Professional's responsibility to the public?

A Substance Abuse Professional (SAP) is not an advocate for the employer or employee. A SAP's primary function is to protect the public interest in safety by professionally evaluating the employee and recommending appropriate education and/or treatment, follow-up tests, and continuing care.

May an employer or employee seek a second SAP evaluation if they disagree with the first SAP's recommendations?

As an employer, you must not seek a second SAP's evaluation if the employee has already been evaluated by a qualified SAP. If the employee has obtained a second SAP evaluation, as an employer you may not rely on it for any reason. If the employee accepts a second SAP's recommendations,

YOU as the employer would be subject to fines by DOT, as well as the employee.

As an employee with a DOT drug and alcohol regulation violation, when you have been evaluated by a SAP, you must not seek a second SAP's evaluation in order to obtain another recommendation. If your employer accepts a second SAP's recommendations, your employer would be subject to DOT fines, as well as YOU-the employee.

I have a workplace violation, do I have to go through a SAP?

Yes! When a person has a DOT workplace violation, the only person who can perform the required evaluation is a SAP. The Department of Transportation requires that an employee with a DOT violation **MUST BE EVALUATED BY A QUALIFIED SAP.**



What are the 6 separate operating administrations covered under the Department of Transportation (DOT)?

- FAA:
Federal Aviation Administration
- FMCSA:
Federal Motor Carriers Safety Administration
- FRA:
Federal Railroad Administration
- PHMSA:
Pipeline and Hazardous Materials Safety Administration
- USCG:
United States Coast Guard
- FTA:
Federal Transit Administration



What is a Service Agent?

A Service Agent is defined as any person or entity, other than an employee, who provides services specified under 49 C.F.R. 40 to employers and/or employees in connection with DOT drug and alcohol testing requirements.

This includes, but not limited to the following:

- Urine Collectors
- Breath Alcohol Technicians (BAT)
- Screening Test Technicians (STT)
- Laboratories
- Medical Review Officers (MRO)
- Consortium/Third Party Administrators (C/TPA)
- Substance Abuse Professionals (SAP)