



Suspected of Impairment Procedures

The University of Illinois is committed to maintaining a drug-and alcohol-free environment for its students and employees in compliance with applicable state and federal laws.

Helpful Documents:

Suspected Impairment Checklist

[Employee Resources](#)

[FSAWS](#)

[Labor Agreements](#)

University Policy on Alcohol and Drugs:

Employees are subject to disciplinary action, including dismissal, for unauthorized consumption of intoxicating liquors on institutional time or property, inability to perform satisfactorily assigned duties as a result of drinking alcoholic beverages, illegal or excessive use of drugs, narcotics, or intoxicants or the unauthorized sale or distribution of drugs, narcotics, or intoxicants. The University encourages employees who have a problem with the use of controlled substances or alcohol to seek professional advice and treatment. A list of sources for counseling, rehabilitation and assistance programs may be obtained confidentially by calling Faculty Staff Assistance and Well-Being Services, (217) 244-5312. Individuals may request this information themselves or be directed to do so by a supervisor. Employees who are engaged in work under a federal contract may be required to submit to tests for illegal use of controlled substances as provided by the law or regulations of the contracting agency. For more information on this policy, visit the [University's Alcohol and Drugs webpage](#).

Please note that management must follow up on all reports/complaints and observe the employee directly.

Testing of alcohol and drugs are allowed for these employees **only**, please reach out to HR for proper testing procedures. For afterhours testing (before 7:00am or after 5:00pm), Carle Occupational Medicine has testers on call. Employees should be sent to the emergency room with the proper documentation. It is also helpful to call the emergency room to let them know the employee is coming for reasonable suspicion testing. The test collector on call is expected to arrive within one hour of being called.

EMPLOYEES	TYPE OF TESTING				
	Random	Reasonable suspicion	Post-accident	Return to work	Follow-up
Service Employees International Union Local #73		✓		✓	✓
Commercial Driver's License	✓	✓	✓	✓	✓
Fraternal Order of Police Labor Council Local 126/ Corporals and Sergeants	✓ **	✓	✓ **		
International Alliance of Theatrical & Stage Employees Local #482		✓		✓	
Last Chance Agreements					✓
International Union of Operating Engineers Local 399 (Power Plant)	✓	✓	✓	✓	✓

**Only allowed under specific circumstances, please refer to the collective bargaining agreement



For more information, contact:

Labor and Employee Relations

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217-333-3105

humanresources.illinois.edu