

Know

the facts.

How an Employer Drug Test Works

- [**STEP 1**] The employer requests a drug test.
- [**STEP 2**] The employer hires a third-party testing group to conduct the test.
- [**STEP 3**] The employee/prospective employee takes the test.

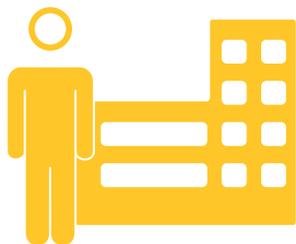
REMEMBER: Your Medication for Opioid Use Disorder (MOUD) prescription is legal. If flagged on a test, it will be reviewed by the Medical Review Officer (MRO) at the drug testing site. Your employer will NOT see the results.



The MRO will contact your Opioid Treatment Program (OTP) provider to validate your prescription. If there is a question about your test, your OTP provider and you will be contacted by the MRO first.



As long as you are following prescribed OTP directions while working on your recovery, your employer will NOT be notified about test results.



Some safety-sensitive jobs, like those regulated by the Department of Transportation, have different standards and regulations for privacy of prescription medications. Your counselor can help you learn more.

You do NOT need to disclose your MOUD or recovery status to your employer.

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Seeking Employment



Employers need good, reliable employees. We encourage you to feel comfortable applying and interviewing for jobs while on Medication for Opioid Use Disorder (MOUD).

[QUESTION 1]

While participating in MOUD, you may _____.

CHOOSE ONE: a. seek employment; b. start a new career; c. go to job fairs

ANSWER: All of the above!

Opioid use disorder is a chronic disease. Your MOUD participation is essential treatment, and your prescription is valid. If you're ready for a job, looking for work can be important as you continue on your recovery.

[QUESTION 2]

TRUE OR FALSE: Employers are allowed to ask you about conditions like addiction.

ANSWER: False.

Addiction is identified as a disability by the Americans with Disabilities Act (ADA). This medical condition is private, and employers are NOT allowed to question you about it prior to making an offer or after an offer has been accepted.

[QUESTION 3]

TRUE OR FALSE: You have to disclose your recovery treatment and MOUD prescription at an interview.

ANSWER: False.

Just like any other health condition, your recovery treatment is private and protected by the ADA. You do NOT need to disclose anything you do not wish to share.

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Congratulations! YOU'VE BEEN OFFERED A JOB!



At this stage in the process, employers may have additional questions about your ability to do the work and have the option to have you undergo a medical evaluation.

You do not have to disclose anything regarding your recovery, but it is important you answer all questions honestly.

REASONABLE ACCOMMODATIONS

If you DO need accommodations to perform your job duties, this is a good time to have that conversation. You can also choose to do so at any time in your employment. Reasonable accommodations are adjustments employers can make that can help you with recovery but won't negatively impact business.

For example, an employer may make reasonable accommodations for someone who has back problems by allowing them to sit for a line job that typically requires standing for the whole shift. You can work with your employers to find reasonable accommodations that may help you work while sticking to your recovery.

[QUESTION 1] **TRUE OR FALSE:** You must disclose recovery status with employers once a job is offered.

ANSWER: False. Your condition is still protected by the Americans with Disabilities Act (ADA). However, depending on your situation, this may be a good time to discuss your situation and reasonable accommodations. See your counselor with questions.

[QUESTION 2] Employers must provide _____ to those with a disability unless it were to cause the employer undue hardship.
CHOOSE ONE: a. extra incentives; b. mandatory breaks; c. reasonable accommodations

ANSWER: C. reasonable accommodations. Addiction is a chronic disease. Individuals with a history of illegal drug use are recognized as having a disability by law. Employers can support you as you balance work and Medication for Opioid Use Disorder (MOUD). Speak to your counselor for specific guidance.

[QUESTION 3] **TRUE OR FALSE:** An employer can single you out for a drug test at any point in the hiring process.

ANSWER: False. If an employer chooses to hold a drug test before you are hired, that employer must also drug test every candidate. They are not allowed to discriminate.

IMPORTANT NOTE: Your medication for opioid use disorder (MOUD) prescription is legally prescribed and should not be a reason you avoid a drug test.

Once you accept a job offer, stay professional, focused and confident. Do not let your medical history and treatment become roadblocks to your success.

Contact your counselor with specific questions.

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Working While Living in Recovery!



If you are currently employed and working through your recovery, you are protected by the Americans with Disabilities Act (ADA). Your employer is obligated to keep anything you choose to disclose to them private.

Your recovery is important to employers as well.

[QUESTION 1] Medication for Opioid Use Disorder (MOUD) participants are protected in the workplace by _____.
CHOOSE ONE: a. your counselor; b. nothing; c. federal anti-discrimination laws

ANSWER: c. federal anti-discrimination laws.

Because you are receiving methadone in a legally prescribed, opioid treatment program-monitored dose, you are protected. Use of any other substances illegally may void anti-discrimination protection.

[QUESTION 2] **TRUE OR FALSE:** Employers WANT to know you're taking methadone.

ANSWER: False.

Employers value the hard work and dedication of their employees. They want you to be healthy but do not need to know about your prescription. You are NOT required by law to disclose that you are taking methadone as part of your recovery treatment.

[QUESTION 3] **TRUE OR FALSE:** You must disclose your recovery status and prescription with coworkers.

ANSWER: False.

Your treatment is private and protected by the ADA. You do NOT need to disclose anything you do not wish to share.

Employers want healthy employees who are able to do their jobs. Your recovery is important to employers. Many will be willing to work with you to keep you employed throughout your recovery.

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