

STATE OF CONNECTICUT
DEPARTMENT OF MENTAL RETARDATION
Human Resources
ADVISORIES

Advisory No. **II-D-Ad-3**

Issue Date: March 15, 2001

Subject: **Employee Drug Testing**

Effective Date: July 1, 2001

Designated Area of Responsibility: **Human Resources**

Signatory: _____, Commissioner
Peter O'Meara

A. Purpose

The purpose of this advisory is to promote employee drug screening procedures that reduce risk to consumers of the Department of Mental Retardation and all of its licensed and contracted agents.

The department recommends that employers establish procedures to screen all new employees in residential and day programs who will work directly with consumers or their families for illegal drug use. The department recommends that employers establish policies that require such screening and documentation that upon initial employment a drug screen was conducted using authorized and approved procedures, consistent with CGS 31-51V. The results of drug screening must be confidential and not disclosed except in accordance with state statute.

B. Applicability

This advisory shall apply to each DMR Region, Southbury Training School and all private sector provider agencies under contract with or licensed by DMR to provide residential, day and/or support services to department clients or their families.

C. Definitions

None.

D. References

1. CGS 17a-210(a)
2. CGS 31-51V.
3. DMR Employment Practice Standards Employer Handbook