February 2018

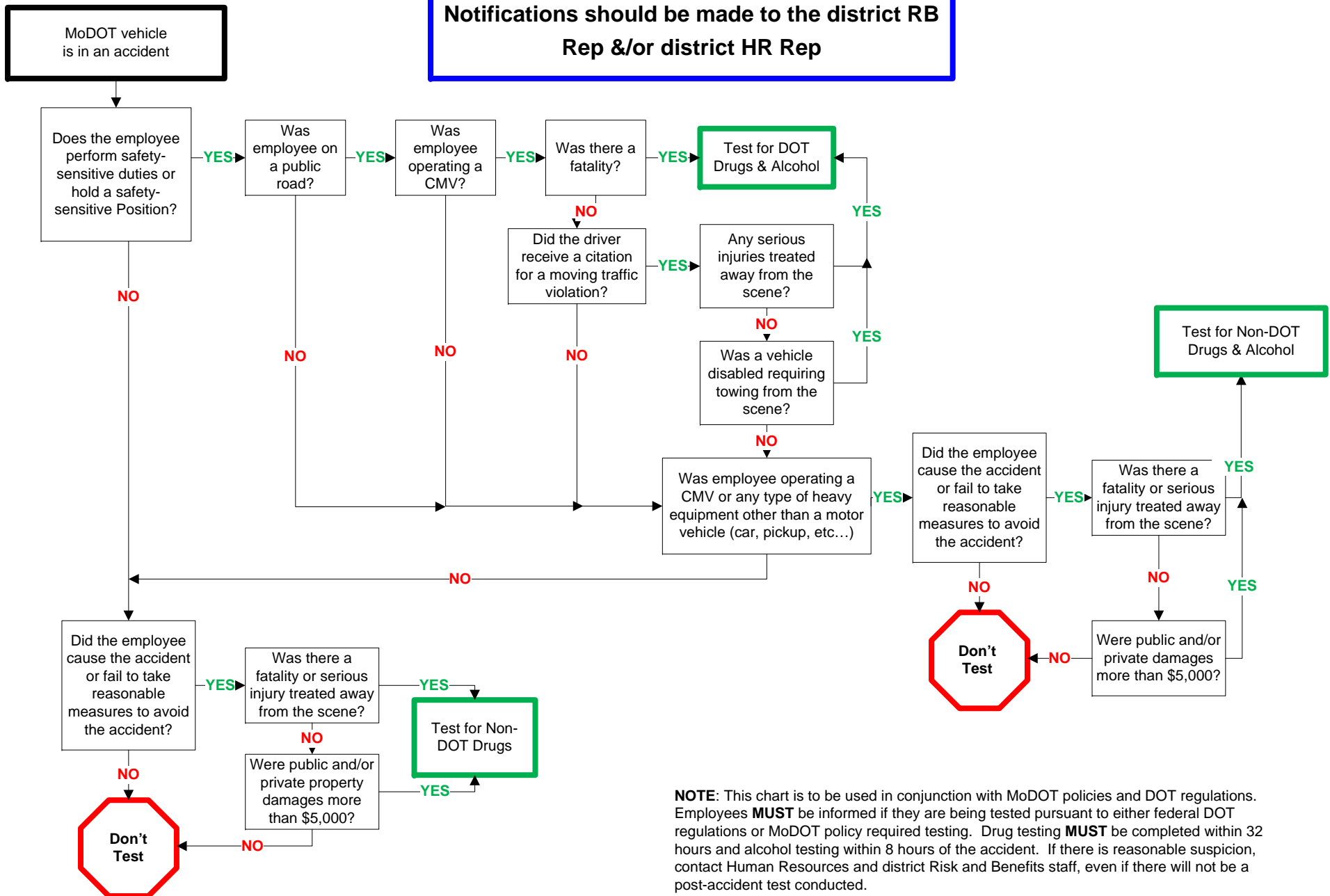## MoDOT/DOT Post-Accident Drug & Alcohol Testing
Notifications should be made to the district RB Rep &/or district HR Rep

MoDOT vehicle is in an accident

Does the employee perform safety-sensitive duties or hold a safety-sensitive Position?

— **YES** → Was employee on a public road? — **YES** → Was employee operating a CMV? — **YES** → Was there a fatality? — **YES** → **Test for DOT Drugs & Alcohol**

Was there a fatality? — **NO** → Did the driver receive a citation for a moving traffic violation? — **YES** → Any serious injuries treated away from the scene? — **YES** → Test for DOT Drugs & Alcohol

Any serious injuries treated away from the scene? — **NO** → Was a vehicle disabled requiring towing from the scene? — **YES** → Test for DOT Drugs & Alcohol

Was a vehicle disabled requiring towing from the scene? — **NO** → Was employee operating a CMV or any type of heavy equipment other than a motor vehicle (car, pickup, etc…)

- Was employee on a public road? — **NO** →
- Was employee operating a CMV? — **NO** →
- Did the driver receive a citation for a moving traffic violation? — **NO** →

Was employee operating a CMV or any type of heavy equipment other than a motor vehicle (car, pickup, etc…) — **YES** → Did the employee cause the accident or fail to take reasonable measures to avoid the accident? — **YES** → Was there a fatality or serious injury treated away from the scene? — **YES** → **Test for Non-DOT Drugs & Alcohol**

Was there a fatality or serious injury treated away from the scene? — **NO** → Were public and/or private damages more than $5,000? — **YES** → Test for Non-DOT Drugs & Alcohol

Did the employee cause the accident or fail to take reasonable measures to avoid the accident? — **NO** → **Don't Test**

Were public and/or private damages more than $5,000? — **NO** → **Don't Test**

Was employee operating a CMV or any type of heavy equipment other than a motor vehicle (car, pickup, etc…) — **NO** → Did the employee cause the accident or fail to take reasonable measures to avoid the accident?

Does the employee perform safety-sensitive duties... — **NO** → Did the employee cause the accident or fail to take reasonable measures to avoid the accident? — **YES** → Was there a fatality or serious injury treated away from the scene? — **YES** → **Test for Non-DOT Drugs**

Was there a fatality or serious injury treated away from the scene? — **NO** → Were public and/or private property damages more than $5,000? — **YES** → Test for Non-DOT Drugs

Did the employee cause the accident or fail to take reasonable measures to avoid the accident? — **NO** → **Don't Test**

Were public and/or private property damages more than $5,000? — **NO** → **Don't Test**

NOTE: This chart is to be used in conjunction with MoDOT policies and DOT regulations. Employees **MUST** be informed if they are being tested pursuant to either federal DOT regulations or MoDOT policy required testing. Drug testing **MUST** be completed within 32 hours and alcohol testing within 8 hours of the accident. If there is reasonable suspicion, contact Human Resources and district Risk and Benefits staff, even if there will not be a post-accident test conducted.

NOTE: This testing process only applies to employees on department business.