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# DrugPak

## Quarterly Newsletter

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## Specimen Security and Integrity

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The drug testing process begins with the specimen collection. A step that is arguably the most important. If mistakes or errors are made during the collection, and those errors are egregious enough, the remainder of the testing process may be invalidated or canceled. It is the collector's duty to ensure the security and integrity of the specimen throughout the entirety of the collection process.

The US Department of Transportation (DOT) drug testing regulations are often viewed as the industry standard when it comes to secure collection procedures. The DOT's 10 Steps to Collection Site Security and Integrity has long been the go-to reference for urine specimen collections, and with the recent approval of DOT oral fluid testing, this document will likely serve as a template for the security and integrity of oral fluid collections. What is most important for



collectors to understand is that by holding a DOT collector certification, they are acting as a service agent on behalf of the DOT when conducting specimen collections for DOT personnel. However, there are other important key elements that can be associated with the security and integrity of the collection process.

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## Security in the Drug Testing Industry: Data and Policies



THURS. AUG. 17TH  
2 P.M. EDT



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## Data Security: The New Safety-Sensitive

In today's technology-centric world, the value of most companies lies in their data. The security of this data is paramount both to the company and to its customers. Much of this security relies upon the actions and decision-making of the company's employees.

If data security is vital, are these employee positions the new safety-sensitive? Safety-sensitive employees are held to higher standards in the workplace because their failure to perform can cause harm to others.



Drug and alcohol use by safety-sensitive employees is a much more serious offense due to the risks inherent in their job responsibilities. Given today's data-driven world, it may be time to expand the definition of a safety-sensitive employee.

### What is at risk in a data breach?

Breaches to data privacy can cost a company and its customers big. In 2013-2014 Target experienced a major data breach of customer information that resulted in huge losses for the company. Target reported \$202 million in expenses due to the breach, and it additionally settled a multistate lawsuit related to the breach for \$18.5 million. Sixty million customers were affected, causing unknown amounts of fraud and identity theft.

### A Basic Understanding of the Collection Process is Important

Whether you are a Designated Employer Representative (DER) for an organization, or a person of authority who deals with an organization's drug testing program, it is beneficial to have a general understanding of how the collection process works.

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## Make Your Drug Testing Policy Work for You

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At the core of any successful drug-testing program is a written policy. And despite what you may have heard there is no such thing as a "model," one-size-fits-all drug testing policy. Just as all companies are different, all policies will be different, at least somewhat. Much depends on your company's experience with worker substance abuse, as well as the safety-sensitive nature of the business and your company's overall drug testing objectives.

Although no two policies will be exactly alike, every policy should cover certain key issues. For example, a good policy will clearly

state your drug testing objectives, the behavior prohibited by the policy, and the consequences for policy violations.

### Why You Are Implementing a Policy

In order to know what kind of drug testing to do, you must first understand why you are drug testing. One such objective common to most companies is concern for safety—the safety of workers, customers and clients, and the general public. This is particularly true if the work being performed is of a safety-sensitive nature.

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