

# Impairment Testing Content for Employee Manuals

## Template for Employers

### 1. Impairment Screening

#### 1.1 What is Impairment Testing?

Impairment testing detects a worker's ability to work safely and efficiently. Worker impairment can have a variety of causes and is not limited to alcohol or drugs - legal or illegal. Fatigue is a leading cause of impairment. Others causes include illness, injury (such as concussion), medical treatments, chronic medical conditions, physical limitations, and emotional issues.

Impairment is simply an individual's mental and physical state, affected in a way that lessens their capabilities and includes anything that might seriously distract the individual from the job.

For the employee, impairment testing, compared to drug testing, has the advantage of being less intrusive, less time-consuming, and non-stigmatizing. It's non-stigmatizing because, unlike drug testing, impairment testing detects generally for impairment only; *it cannot not detect the specific cause of impairment*. In that way, it is much like a fever thermometer which detects fever only, not the specific illness causing the fever. Once the fever – or the impairment - is detected, other steps can be taken to further diagnose the problem and to remedy it.

#### 1.2 Impairment Monitoring

Warning signs of impairment at work can include such symptoms as faulty coordination, the smell of drugs or alcohol, red or glassy eyes, slurred speech, and altered gait. On-site supervisors can institute impairment testing at regular or irregular intervals, or for cause.

When deciding whether an employee should be tested for impairment, the company will consider whether an employee can perform the job safely and whether his condition poses a threat to himself, to co-workers, to the public, or to the job. Such a decision requires a quick, reliable, and objective impairment testing method. The company is using the Druid® app from Impairment Science, Inc. as a screening test.

#### 1.3 The Druid app

The Druid app is a 1-minute test that operates on smartphones and tablets. It requires users to perform three tasks.

Tasks 1-2 assess reaction time, hand-eye coordination, decision-making accuracy, and time-estimation accuracy. Each of these tasks is also a divided-attention task, meaning that the app asks the user to perform two things at once. For instance, one of the tasks requires the user to count the number of circles that appear on the screen while at the same time estimate the passage of 15 seconds. Task 3 assesses a user's ability to maintain balance by standing on one leg.

Once all three tasks are completed, the app statistically integrates the hundreds of data points it has recorded in order to calculate a performance score. High scores indicate impairment; low scores indicate the absence of impairment.

## 1.4 Testing Procedure

- 1.4.1 Site supervision - A company supervisor will monitor all testing with the Druid Impairment App. Supervisors are qualified to do so after undergoing training to administer and evaluate the tests. All Druid testing will be performed using a company tablet or smartphone. The testing area requires an internet-connected space where the employee can concentrate without distraction.
- 1.4.2 Establishing a baseline – When first using Druid, each employee will take a number of practice tests. After the practice tests, all unimpaired, diligently-performed tests will count toward the establishment of each employee's *baseline score*. This is the individual's average unimpaired score. The more the employee takes the tests, the more accurate will be the baseline score. A well-established baseline score tends not to vary much. It's difficult to score much lower (meaning, less impaired) than one's baseline in the same way, without extensive training, you are highly unlikely to improve much doing a 50-yard dash. This represents the mind and body's limitations. On the other hand, tests taken when impaired score higher, in some cases much higher, than baseline.
- 1.4.3 Evaluating the test results – Once a baseline score is established, subsequent tests are assessed in two ways:
- 1) Personal Standard - Comparing it to the user's baseline score.
  - 2) Objective Standard - Interpreting it as a blood alcohol concentration (BAC) equivalent.

Each way of evaluating the results has significance, but the Personal Standard frequently best indicates if the worker is fit for duty at that time. High scores above a user's baseline may warrant additional actions by management.

1.4.4 Guidance - Protocol for Druid Scores that Trigger an Alert

In the case of an elevated score (significantly above their baseline), the on-site manager may take the following steps:

- 1) Retake Test - The employee will be asked to retake the test, and do it under more closely monitored circumstances. If the repeat test is at or near baseline, the employee may be allowed to go back to work.
- 2) Interview – If the repeat test is elevated, the employee is likely to be referred to a manager or to HR supervisor, each of whom will have training to spot various other indications of impairment. The manager or supervisor will have access to the following chart to assess the risk associated with the level of impairment indicated by Druid:

If there are other clear indications of impairment, it will be determined whether to subject the individual to a recovery timeout, to send the individual home, or re-assign the individual to different task or role, or refer the individual to drug testing, etc.

- 3) Dialogue – If there are no other clear indications of impairment, the individual is likely to be questioned about personal circumstances, such as recent illness, new baby, recent injury, marital discord, death in the family, or other personal or emotion issues. If the high score is thereby explained, the best action in response will be

determined based on all circumstances. Options: reassign to less risky task (temporarily or permanently), timeout, send home, require counseling, give warning, other sanctions, drug testing, etc.

- 4) Decide on Course of Action – If high score remains unexplained, other actions may be taken based on the totality of circumstances, including how deviant the Druid score is from the individual's baseline and whether there is a history or pattern of high Druid scores.