Drug & Alcohol Testing – Follow-up Testing

**Section § 382.605: Referral, evaluation, and treatment.**

## Guidance Q&A

**Question 14: If a company has several employees in follow-up testing, can those employees be placed into a follow-up random testing pool and selected for follow-up testing on a random basis?**

**Guidance:** Follow-up testing is not to be conducted in a random way. An employee’s follow-up testing program is to be individualized and designed to ensure that the employee is tested the appropriate number of times as directed by the SAP. Random testing is neither individualized nor can it ensure that the employee receives the requisite number of tests.