Drug & Alcohol Testing – Conflict of Interest in SAP Referrals

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

## Guidance Q&A

**Question 18: In rare circumstances, it is necessary to refer an individual immediately for inpatient substance abuse services. May the SAP provide direct treatment services or refer the individual to services provided by a treatment facility with which he or she is affiliated, or must the inpatient provider refer the individual to another provider?**

**Guidance:** SAPs are prohibited from referring an employee to themselves or to any program with which they are financially connected. SAP referrals to treatment programs must not give the impression of a conflict of interest. However, a SAP is not prohibited from referring an employee for assistance through a public agency; the employer or person under contract to provide treatment on behalf of the employer; the sole source of therapeutically appropriate treatment under the employee’s health insurance program; or the sole source of therapeutically appropriate reasonably accessible to the employee.