



CODE OF PROFESSIONALISM & ETHICS AGREEMENT

Designated Employer Representative (DER)

Please initial each statement to signify agreement and compliance forthwith:

_____ Behave in a professional manner with Drug Free Workplace (DFWP) service agents, regulatory officials, and industry associations.

_____ Be knowledgeable in DFWP policy prohibiting controlled substances and alcohol abuse/misuse and support the policy.

_____ Maintain the highest standards of practice and perform all professional functions with honesty and integrity.

_____ Handle test results in an accurate, precise, confidential, and secure manner and strives for objectivity in dealing with all aspects of the DFWP. The testing process should include lab confirmation testing when applicable along with review and verification by a Medical Review Officer (MRO).

_____ Maintain professional practice standards and appropriate application of federal, state, and local regulations, statutes, or directives in providing drug and alcohol testing services on behalf of an employer.

_____ Demonstrate a commitment to the development and maintenance of professional competence and knowledge through comprehensive written standard operating procedures, staff training and evaluation, ongoing continuing educational opportunities, and participation in drug and alcohol industry associations.

_____ Respect all DFWP program participants and their rights. Respect all stakeholders in DFWP administration, including all Service Agents, and refrain from unethical business practices. Protect confidential information and ensure it is handled in accordance with existing laws, regulations, and contractual requirements.