

THE DRUG WAR-FREE WORKPLACE OUR PLEDGE

Your on-the-job performance is our business. Your off-the-job substance use is yours.

As employers, our interest is in creating safe, equitable, and productive workplaces. As currently practiced, drug testing of employees and job candidates does not serve that goal. Rather, it is a violation of privacy and is out of touch with the latest science and policy.

Dating back to the 1980s, the so-called "Drug-Free Workplace" and other expansive testing programs were fuelled by baseless drug panics. Overtime, these testing programs have done far more harm than good because they divert attention away from assessment of relevant job-related behaviors. The results of most drug tests provide virtually no useful information about the person's current level of functioning. It is long past time to end workplace drug testing in favor of implementing transparent, reliable and valid evaluations of germane work behaviors. For those who truly need it, workplaces must also create a culture of support, not punishment.

We reject drug testing (except in situations where it's necessary, such as to comply with federal law) for the following reasons:

Legacy of Racism

The War on Drugs is rooted in racism and xenophobia. Employee drug testing policies are part of that legacy.¹

Employers' Bottom Line

These costly policies hurt recruitment, retention, and promotion. Drug testing has been demonstrated to increase worker's comp expenses - all without evidence of need or benefit.²

Needless Intrusion

Drug testing policies violate individual rights to privacy and encroach on employees' off-the-clock personal lives.

Double Standard

While alcohol is widely accepted in work settings, other recreational drugs are not. Employer testing for drugs is absurdly out of touch with drug science and drug law reform.

Workplace Culture

Drug testing policies create a culture of fear and secrecy, harmful to both employees and employers.³

Untethered from Science

Drug testing policies are based on moralistic views of substance use, not science.⁴ Many required drug screens generate evidence of metabolites for past use, not current impairment.

Join us today in pledging to build a drug war-free workplace.
Your on-the-job performance is our business. Your off-the job recreation is yours.

Sign the pledge at this [link](#).

- 1 Becker WC, Meghani S, Tetrault JM, Fiellin DA. Racial/ethnic differences in report of drug testing practices at the workplace level in the U.S. *Am J Addict.* 2014 Jul-Aug;23(4):357-62. doi: 10.1111/j.1521-0391.2013.12109.x. Epub 2013 Sep 24. PMID: 24112118. (On multivariable analysis, younger age, male sex, black race, income greater than \$20,000, completion of high school and non-urban residence were associated with report of drug testing at one's workplace among the full sample). See also, Drug Policy Alliance, Putting an End to Drug Testing (2021). <https://drugpolicy.org/sites/default/files/dpa-drugtesting-factsheet.pdf>
- 2 Comer, Debra R. "Employees' Attitudes Toward Fitness-For-Duty Testing." *Journal of Managerial Issues* 12, no. 1 (2000): 61-75. Accessed May 29, 2021. <http://www.jstor.org/stable/40604294>. See also, Abouk, Rahi, et al. "Does Marijuana Legalization Affect Work Capacity? Evidence from Workers' Compensation Benefit," National Bureau of Economic Research (Feb. 2021). <https://www.nber.org/papers/w28471>. (Finding employees who use cannabis for chronic pain over other analgesics have had an increased ability to work, making fewer mistakes, thereby reducing injuries and workers' compensation claims.)
- 3 Henriksson, Lennart E. "The Unconvincing Case for Drug Testing." *Canadian Public Policy / Analyse De Politiques* 17, no. 2 (1991): 183-96. Accessed May 28, 2021. doi:10.2307/3551028. (Because there is considerable evidence that drug testing can have a potentially negative impact on employees' attitudes and behaviors, and that it cannot detect impaired performance, its usefulness as a management tool is arguable).
- 4 Comer, Debra R. "A Case against Workplace Drug Testing." *Organization Science* 5, no. 2 (1994): 259-67. Accessed May 28, 2021. <http://www.jstor.org/stable/2635019> ("There is no solid empirical evidence that drug testing is associated with enhanced organizational productivity and safety, and findings that persons who fail drug tests are inferior workers may be rooted in ethnic discrimination")