

AVAILIATM

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DOT Substance Abuse Professional Services

Availia TeleHelp PLLC provides federally compliant SAP evaluations and follow-up assessments for employees in DOT-regulated, safety-sensitive industries following a drug or alcohol program violation. Services are delivered by a DOT-qualified Substance Abuse Professional in accordance with 49 CFR Part 40.

SAP Services Include:

- Initial SAP Evaluation
- Education and Treatment Recommendation
- Compliance Monitoring and Provider Coordination
- Follow-Up Evaluation and Return-to-Duty Clearance Reporting

Referral Submission

To refer an employee, contact us directly by email, fax, or phone with the employee's name, contact information, employer name, DER contact information, and the nature of the violation. We will coordinate directly with the employee to schedule the evaluation promptly.

Email: info@availia.com Fax: 509-254-5024 Phone: 509-495-1222

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This document contains information related to a DOT-mandated Substance Abuse Professional (SAP) evaluation conducted pursuant to 49 CFR Part 40. Disclosure of this information is governed by federal DOT regulations and is limited to those authorized to receive it under 49 CFR Part 40. Unauthorized review, use, disclosure, or distribution is strictly prohibited. If you have received this document in error, please notify us immediately and destroy all copies.



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The DOT Return-to-Duty Process

A brief overview for DERs, C/TPAs, and Employer Representatives

When an employee in a DOT-regulated, safety-sensitive position has a verified positive drug test, a confirmed alcohol concentration of 0.04 or greater, or refuses a required test, federal regulation prohibits them from performing safety-sensitive duties until the return-to-duty process is completed per 49 CFR Part 40.

Step 1 — Initial SAP Evaluation The employee is referred to a DOT-qualified Substance Abuse Professional for a comprehensive clinical evaluation. The SAP determines what education and/or treatment is needed and issues a written report to the DER.

Step 2 — Education and/or Treatment The employee completes the SAP's recommended education and/or treatment program through an appropriate provider. Availia coordinates directly with the treatment or education provider as needed.

Step 3 — Follow-Up SAP Evaluation After the employee has completed the recommended program, the SAP conducts a follow-up evaluation to determine whether the employee has successfully complied. If compliance is confirmed, the SAP issues a written report to the DER.

Step 4 — Return-to-Duty Test If the employer decides to return the employee to safety-sensitive duties, a return-to-duty drug and/or alcohol test must be completed with a negative result before the employee may resume those duties.

Step 5 — Follow-Up Testing Plan The SAP establishes a written follow-up testing plan specifying the minimum number and frequency of tests the employee must complete after returning to duty. This plan is provided to the DER.

Important: The SAP does not make the return-to-duty decision. That decision belongs to the employer. The SAP's role is limited to evaluation, recommendation, follow-up evaluation, and follow-up testing plan development.

All SAP services at Availia are conducted in accordance with 49 CFR Part 40.

When your employee is ready to move forward, we are ready to help.

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