

Reasonable Suspicion Process Quick Reference

The reasonable suspicion process consists of **five essential elements.**

They may not necessarily occur in this order, but it's important that they all be completed as part of your process.

OBSERVATION

Personally witness unusual/uncharacteristic behavior exhibited by a driver you supervise.

CONFIRMATION

Confirm that the driver's **appearance, behavior, speech, and/or odors** are consistent with signs and symptoms of alcohol misuse and/or drug use (see reverse side).

If you are unsure you can confirm your observations, enlist the assistance of another trained supervisor within your company.

DOCUMENTATION

Specifically and clearly state (in writing) your observations of the driver's **appearance, behavior, speech, and/or odors.**

CONFRONTATION

Discuss with the driver—in a confidential setting—your suspicion. Describe exactly what you observed and why it has prompted you to order reasonable suspicion alcohol and drug tests.

Immediately remove the driver from all safety-sensitive functions.

TESTING

Direct the driver to undergo testing.

Though not required by the regulations, if the test is conducted off-site, the driver should be transported to the testing facility by a person of the same gender. Never allow a driver you reasonably suspect of alcohol misuse or drug use to drive himself or herself to the testing facility.

<p>Signs & symptoms of alcohol misuse:</p> <ul style="list-style-type: none"> ▲ Dulled mental processes ▲ Constricted pupils ▲ Sleepy or stuporous condition ▲ Slowed reactions ▲ Slurred speech ▲ Poor reflex actions ▲ Impaired vision ▲ Inability to divide attention ▲ Lowered inhibitions 	<p>Some things you should look for when determining reasonable suspicion:</p> <ul style="list-style-type: none"> ▲ Slurred speech ▲ Bloodshot, watery eyes ▲ Poor balance ▲ Odor on breath ▲ Involuntary, sudden movement of the eyes
<p>Signs & symptoms of marijuana use:</p> <ul style="list-style-type: none"> ▲ Reddened eyes ▲ Slowed speech ▲ Chronic fatigue or apathy ▲ Anxiety ▲ Coughing, sore throat 	<p>Some things you should look for when determining reasonable suspicion:</p> <ul style="list-style-type: none"> ▲ Very bloodshot eyes ▲ Muscular tremors or involuntary quivering ▲ Short attention span ▲ Disoriented behavior ▲ Impaired time and distance perception
<p>Signs & symptoms of cocaine use:</p> <ul style="list-style-type: none"> ▲ Anxiety or agitation ▲ Dilated pupils ▲ Difficulty concentrating ▲ Fatigue or insomnia ▲ Sweating ▲ Dry mouth 	<p>Some things you should look for when determining reasonable suspicion:</p> <ul style="list-style-type: none"> ▲ Teeth grinding or body tremors ▲ Dilated pupils or difficulty focusing the eyes ▲ Sniffles or runny nose ▲ Distorted thinking ▲ Uncontrolled talkativeness ▲ Extremely excitable behavior
<p>Signs & symptoms of amphetamine or meth use:</p> <ul style="list-style-type: none"> ▲ Anxiety or restlessness ▲ Profuse sweating or body tremors ▲ Difficulty focusing eyes ▲ Exaggerated reflexes ▲ Dizziness, fainting or nausea 	<p>Some things you should look for when determining reasonable suspicion:</p> <ul style="list-style-type: none"> ▲ Dilated pupils ▲ Jaw grinding or frequent teeth clenching ▲ Dizziness or fainting ▲ Repetitive, bizarre behavior ▲ Depression, anxiety or mood swings ▲ Distorted thinking ▲ Exaggerated reflexes ▲ Loss of coordination ▲ Hallucinations ▲ Signs of fatigue ▲ Physical collapse
<p>Signs & symptoms of opioid use:</p> <ul style="list-style-type: none"> ▲ Mood swings ▲ Impaired vision ▲ Drowsiness ▲ Apathy or impaired coordination 	<p>Some things you should look for when determining reasonable suspicion:</p> <ul style="list-style-type: none"> ▲ Constricted pupils or droopy eyelids ▲ Dry mouth ▲ Low, raspy speech ▲ Depressed reflexes ▲ Poor coordination
<p>Signs & symptoms of PCP use:</p> <ul style="list-style-type: none"> ▲ Dizziness or diminished coordination ▲ Profuse sweating or convulsions ▲ Extreme mood swings ▲ Severe confusion and agitation ▲ Memory loss 	<p>Some things you should look for when determining reasonable suspicion:</p> <ul style="list-style-type: none"> ▲ Involuntary eye movements, confusion or loss of memory ▲ Disorientation to time and environment ▲ Thick, slurred speech ▲ Behavior occurring in cycles ▲ Violent, combative behavior