

8. Drug Test Policy

The Damascus Road Foundation homes are substance-free mutually supportive recovery homes. Program members agree to participate in random drug testing as a condition of residency. Tests are conducted in a respectful, trauma-informed manner to balance resident dignity with community safety.

Procedures

1. Selection Process
- Program members may be selected for testing on a random basis using a neutral method (e.g., drawing names, random number generator, or rotating schedule).

◦ Staff may also request a test when there is reasonable suspicion of substance use.

◦ Household Randoms: At times, staff may require all program members to test during a household-wide random. During these instances, all residents must gather in the dining room and remain there together until every resident has completed testing. This process ensures fairness, prevents tampering, and maintains accountability.
2. Frequency
- Random tests may occur at any time, including evenings and weekends.

◦ Each program member may be tested more than once per month, depending on program needs.
3. Testing Method
- Testing will be conducted using FDA-approved urine, saliva, and/or breathalyzer tests.

◦ A staff member of the same sex, and/or an approved contracted professional, will administer and monitor all tests to ensure privacy and respect.
4. Program Member Rights & Dignity
- Program members will be treated with respect at all times.

◦ Confidentiality will be maintained; results are shared only with staff as necessary.

◦ A program member may request a confirmation test (e.g., lab analysis) at their own expense if they dispute the initial result.
5. Refusal or Tampering
- Refusal to submit to testing and/or attempts to tamper with results will be treated as a positive test.
6. Response to Positive Results
- A positive test does not automatically result in a permanent discharge. Staff will assess circumstances, safety concerns, and program member’s treatment plan.

◦ Possible responses may include:

▪ Increased accountability measures (curfew, meeting attendance, additional testing).

▪ Referral for higher level of care and/or treatment support.

▪ Temporary suspension and/or discharge if community safety is at risk.
7. Documentation
- All tests and outcomes will be documented in the program member’s confidential file.

Commitment to Recovery

This policy is designed not as punishment, but as a tool to support residents in their recovery journey. Our goal is to provide accountability, encourage honesty, and protect the well-being of all in our care.

First Name *

Last Name *

Date

Month *

Day *

Year *

Month

▼

Day

▼

Signature

× Clear

Sign above