



Are You Sure They Are Sure?

Do your Supervisors/Managers feel empowered to make decisions regarding Reasonable Suspicion?

This survey is about supervisor and manager preparedness and confidence around the topic of drug-free workplace reasonable suspicion and their role in managing it.

Introduction: Research indicates supervisors and managers who have a solid sense of empowerment are typically more motivated and able to effectively impact workplace culture and performance. Oftentimes being one of the first to notice or hear about potential reasonable suspicion makes their role critical in knowing when and how to insert themselves, according to company/organizational drug-free safety guidelines and protocols. With Ohio becoming the 27th state to legalize adult-use of cannabis, and remaining risk factors associated with impairment, now may be your opportune time to do a “check in “with your supervisors and managers to learn more about their level of grit and readiness to appropriately detect and respond to reasonable suspicion.

Suggestions for high participation:

- Make taking the survey mandatory.
- Add your logo and make it personal.
- Offer an incentive to be the first to complete it (or within 24 hours).
- Choose supervisors/managers who will fully participate.
- Make it anonymous.
- Allow different methods of completion – either electronic or paper form and
- Communicate the “why.”
- Provide explanation of your next steps tied to the survey.



Supervisors and Managers Reasonable Suspicion Survey

Your participation is key and will enable our leadership team to determine our necessity to implement ways to boost your comfort/confidence level in noticing and responding to signs and symptoms of reasonable suspicion. We appreciate your participation!

Please complete the survey using a scale of 1-5. One being your least comfort/confidence level and five being your highest comfort/confidence level.

1. I know about and understand our company's/organization's drug-free workplace policy.
 1 (none) 2 (little) 3 (adequate) 4 (well) 5 (very well)
2. I can recognize and identify signs and symptoms of reasonable suspicion.
 1 (none) 2 (little) 3 (adequate) 4 (well) 5 (very well)
3. I know the dos and don'ts surrounding prescription and over the counter drug use according to our drug-free workplace policy guidelines.
 1 (none) 2 (little) 3 (adequate) 4 (well) 5 (very well)
4. I know about and can easily alter my method of reporting reasonable suspicion to the appropriate person/department in accordance with nuances impacting reporting responsibilities. Consider modes of communication, coordination, responsiveness, culture, etc.
 1 (none) 2 (little) 3 (adequate) 4 (well) 5 (very well)
5. I am clear on when I should insert myself in situations involving reasonable suspicion.
 1 (none) 2 (little) 3 (adequate) 4 (well) 5 (very well)
6. I can effectively and without hesitation insert myself in situations involving reasonable suspicion.
 1 (none) 2 (little) 3 (adequate) 4 (well) 5 (very well)
7. I am knowledgeable of and can utilize our company's/organization's tools including documentation forms to assure my successful follow-through on protocol.
 1 (none) 2 (little) 3 (adequate) 4 (well) 5 (very well)

If you marked less than a three on any statement, please answer the following questions:

1. What specific steps and actions do you need to take to strengthen your confidence in your role and capacity to manage reasonable suspicion in our company/organization?

2. What can our leadership team do and implement to support your role? For example, training, more clarity on protocols, etc.

3. Share any other thoughts or ideas to help you feel more confident.
