

ATTACHMENT B: INDICATORS OF PROHIBITED SUBSTANCE IMPAIRMENT¹#

- (1) Has alcohol odor on breath
- (2) Has developed bulky muscles
- (3) Is stumbling, staggering; has difficulty balancing; acts in an uncoordinated manner
- (4) Behaves in an unpredictable manner; behaves erratically
- (5) Looks sedated, sleepy, over relaxed; has droopy eyelids
- (6) Uses slurred speech
- (7) Appears disoriented, confused seems “spaced out”
- (8) Has impaired fine motor skills
- (9) Has fresh needle marks on the body
- (10) Has scars or tracks over veins in inner arm
- (11) Shows dramatic weight loss
- (12) Is overactive, overly excitable
- (13) Is very talkative
- (14) Has small, constricted pupils
- (15) Shows recent increase in weight
- (16) Is unaffected by affliction of physical injuries
- (17) Is recently always broke, without money
- (18) Has large, dilated pupils
- (19) Shows slow, decreased reactions
- (20) Seems paranoid; looks anxious
- (21) Is frequently sniffing
- (22) Acts violently, aggressively
- (23) Is late or absent from practice
- (24) Has red, blood-shot eyes
- (25) Has extreme mood swings
- (26) Has a slow respiration rate
- (27) Has poor concentration, difficulty focusing
- (28) Has marijuana odor on clothes, hair
- (29) Has excessive hunger or thirst
- (30) Lacks motivation
- (31) Has runny nose
- (32) Is vomiting; has nausea, intestinal difficulty
- (33) Is nervous, agitated, fidgety (tapping feet, hands)

¹ Numbers 1 through 33 of this checklist are derived from the article, “Defining ‘Reasonable Suspicion’ of Employee Drug Use: The Symptoms of Drug Impairment Checklist” by Paul M. Mastrangelo and Beth McDonald of the University of Baltimore. To operationally define “reasonable suspicion” for employee urinalysis, the authors asked state certified substance abuse counselors to rate 168 symptoms of alcohol and other drug impairment on the degrees to which each behavior is observed when a person is impaired by a particular substance. This list represents the top rated symptoms indicative of impairment across drug types. Numbers 34 through 45 are derived from The National Drug Screen website (2007) for reasonable cause determination checklist, available at <http://www.nationaldrugscreen.com/dfmanual-supervisors-checklist.html>.

- (34) Scratching
- (35) Involuntary eye movement
- (36) Excessively active
- (37) Flushed skin
- (38) Sweating
- (39) Yawning
- (40) Twitching
- (41) Dizziness
- (42) Unconsciousness
- (43) Inability to verbalize
- (44) Irritable
- (45) Argumentative