

# STRENGTHENING COMPLIANCE WITH THE FEDERAL DRUG-FREE WORKPLACE ACT—ATP’S ROLE IN MODERN EMPLOYER READINESS

The Federal Drug-Free Workplace Act sets critical expectations for organizations that receive qualifying federal contracts or grants, mandating a clear, enforced prohibition of unlawful drug activities in the workplace. As regulatory demands and substance use trends evolve, employers must adopt agile, comprehensive strategies to protect their workforce, reputation, and funding streams. Advanced Training Products (ATP) empowers organizations to not just comply, but to foster a resilient culture of safety and accountability.

## Key Provisions of the Drug-Free Workplace Act

- **Applicability:** The Act covers employers with any federal grant and those holding contracts valued at \$100,000 or more, requiring them to implement policies that clearly ban the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances in the workplace.
- **Policy Requirements:** Covered entities must deliver a written policy statement to all employees, outlining prohibited behaviors and stating the consequences for violations—ranging from disciplinary action to mandatory rehabilitation participation.
- **Notification and Consequence:** Procedures should mandate that staff report workplace criminal drug convictions, and they must ensure such incidents are addressed promptly and appropriately, with documentation to support compliance.



## Challenges Facing Employers:

Maintaining compliance involves more than drafting a policy:

- Constantly shifting legal landscapes, including varying state marijuana laws, require ongoing education and policy refreshes.
- Supervisors need practical, legally defensible tools for recognizing, documenting, and addressing potential impairment.
- Comprehensive training and robust communication are essential, so all staff understand their responsibilities and the possible consequences of policy violations.

## How ATP Assists Employers:

ATP delivers solutions designed to translate federal mandates into sustainable, day-to-day practice:

- Supervisor and Employee Training: ATP's *Workplace Impairment Recognition & Evaluation (WIRE)* training for supervisors and *Workplace Awareness of Impairment Training (WAIT)* for employees ensure your workforce understands both the risks of impairment and the federal policy expectations. Scenarios and certification components help embed policy into daily conduct and reinforce compliance evidence for audits or legal proceedings.
- Real-Time Impairment Hotlines: ATP's anonymous reporting hotlines allow for timely intervention and help provide documentation showing good-faith compliance responses—a best practice for limiting employer liability under federal requirements.
- Documentation & Assessment Software: ATP's web-based system supports objective evaluation and record-keeping, simplifying regulatory reviews and undergirding decision-making in sensitive situations.

## ATP: Beyond Compliance

ATP blends regulatory expertise, law enforcement, and medical insights for a holistic compliance solution aligned with *Total Worker Health* principles. By implementing ATP's programs, employers create safer, more productive environments and enjoy measurable reductions in risk, liability, and loss.

Contact us today at [Solutions@AdvancedTrainingProducts.com](mailto:Solutions@AdvancedTrainingProducts.com) with any questions about WIRE Certified Training™ or visit our website: <http://www.AdvancedTrainingProducts.com/> to get started!

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