

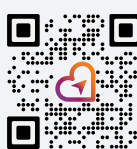
# Department of Transportation (DOT) Substance Abuse Professional (SAP) Referrals



DOT SAP referrals are specialized Mandatory Referrals initiated by HR/management for employees with a Commercial Driver's License who have violated DOT drug and alcohol regulations (e.g., positive test, refusal to test). A licensed Substance Abuse Professional (SAP), qualified under DOT guidelines, conducts the evaluation. This federally mandated process is not optional, and the SAP's role is independent. There is an additional cost for SAP evaluations, which are outside the scope of standard EAP counseling referrals.

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## Here's how the process works

