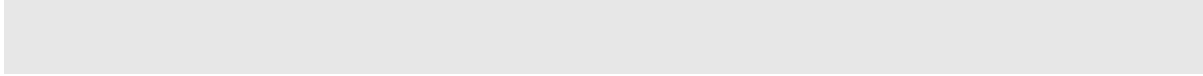


**Gulf**of**Mexico**



**Operations: HSE  
Health and Industrial Hygiene**

**Drug and Alcohol Policy**



### AMENDMENT RECORD

Amendment Date	Revision Number	Amender Initials	Amendment
07/13/2017	7	VMurray, DHaines	Removed references to Contractors. Consolidated, reformatted, revised Post-Incident Drug and Alcohol Testing Policy (UPS-US-SW_GOM-HSE-DOC-00110-2) into the Regional Addendum to the US Substance Abuse Policy (UPS-US-SW_GOM-HSE-DOC-00200-2). Renamed the Regional Addendum to the US Substance Abuse Policy to GoM Region Drug and Alcohol Policy. Added SMI Testing, Added cutoffs for non-regulated urine, hair, oral. Revised post accident and reasonable suspicion indication to match US Policy. Updated post-incident testing to align with 2017 OSHA Recordkeeping and Reporting Occupational Injuries and Illnesses regulation change. Updated Definitions. Added references.
10/28/2015	6		Document reviewed with no changes.
11/25/2014	5		Document reviewed with no changes.
09/27/2013	4		Updated Authority and Custodian.
09/21/2012	3		Update SPU to Region. Updated VP HSSE & Engineering to VP S&OR. Updated Security Manager to Director of Security
08/02/2010	2		Added non-BP employee statement – Purpose and Scope, Noted change or Post Accident Drug and Alcohol Testign Guideline to Policy. Removed definition of non-minor work related accident/incident. Added link to GoM Region Contractor Substance Abuse Policy (10 Addendum)
06/01/2009	1		Reissued for use.
03/30/2009	0		Issued for use.

**TABLE OF CONTENTS**

**1 Purpose / Scope ..... 5**

**2 Key Responsibilities..... 5**

    2.1 Employee ..... 5

    2.2 Medic ..... 5

    2.3 BP Supervisor ..... 6

    2.4 Director of Security ..... 6

    2.5 GoM Occupational Health Nurse (OHN)..... 6

    2.6 Medical Review Officer (MRO) ..... 7

    2.7 Drug and Alcohol Testing Vendor ..... 7

    2.8 Health Manager ..... 7

    2.9 Human Resources (HR) ..... 7

    2.10 GoM Occupational Health Physician ..... 7

**3 General Requirements..... 8**

    3.1 Prohibited Drugs, Chemicals, and Medication ..... 8

    3.2 Screening and Confirmation for Drugs and Alcohol ..... 8

        3.2.1 Drug Testing ..... 8

        3.2.2 Alcohol Testing..... 9

    3.3 Searches and Inspections..... 10

    3.4 Testing following a Serious Marine Incident (SMI)..... 10

    3.5 Federally Regulated Random Tests..... 10

**4 Process..... 11**

    4.1 BP GoM Employee Testing..... 11

        4.1.1 Pre-employment-Post Offer ..... 11

        4.1.2 Random ..... 11

        4.1.3 Post-accident ..... 11

        4.1.4 Reasonable Suspicion ..... 12

        4.1.5 Positive Tests ..... 13

        4.1.6 Refusal to Test..... 13

    4.2 Statement of Confidentiality ..... 13

    4.3 Disciplinary Implications ..... 13

    4.4 Employee Assistance Program..... 14

**5 Record Keeping ..... 14**

**6 Training..... 14**

**7 Definitions/Acronyms ..... 14**

**8 References/Documents ..... 15**

    BP (GoM) Offshore Standard Operating Procedures D & A Testing..... 15

    BP (GoM) Medications Policy (Offshore) ..... 15

    BP Drug and Alcohol Misuse Policy (US)..... 15

    United States Coast Guard..... 15

    Department of Transportation ..... 15

    SAMHSA ..... 16

## 1 Purpose / Scope

This BP Gulf of Mexico (GoM) Policy addresses additional drug and alcohol testing requirements for BP employees. This policy supplements the US Drug and Alcohol Misuse Policy. Substances covered under this policy include alcohol, inhalants, and illegal drugs and chemicals, It also covers prescription and over-the-counter drugs when they are used illegally, misused, or interfere with safety. It addresses testing required by the US Coast Guard for Serious Marine Incidents (SMI) and Department of Transportation (DOT) Pipeline and Hazardous Materials Safety Administration (PHMSA).

## 2 Key Responsibilities

### 2.1 Employee

- A. Refrains from use of prohibited substances (Sec. 3.1)
- B. Completes employee drug and alcohol training in My Talent and Learning.
- C. Notifies Medic or Occupational Health Nurse (OHN) of Dangerous and Restricted medications, chemicals and dietary supplements as per the Medication Policy.
- D. Completes required drug and alcohol testing (pre-employment, random, reasonable suspicion, post-accident, follow up testing, and site/location unannounced testing) as required by BP and GoM policies. Cooperates with Medical Review Officer (MRO) for non-negative laboratory results.
- E. Reports to Supervisor any fellow employee suspected of prohibited drug and on-duty or offshore alcohol use.
- F. Refrains from drinking alcohol 8 hours following an event subject to post-accident [See Sec 3.3 (DOT), and Sec 4.1.3(BP)] or SMI testing, or until testing is completed.
- G. Complies with drug searches of person, possessions, bags, room, mail, and dog searches.
- H. Provides a valid prescription and any additional information to the OHN for Attention Deficit Hyperactivity Disorder (ADHD) medication or other prescription medication detected on drug tests in order to comply with this policy or the Medication Policy.

### 2.2 Medic

- A. Receives notification from employees of prescription and over the counter medications, chemicals, and dietary supplements. Ensures compliance with the Medication Policy.
- B. Completes drug and alcohol testing on the facility when required including random, post-accident, SMI, reasonable suspicion, and unannounced testing.
- C. Must be familiar with the drug testing procedures. Must be appropriately trained and subject to annual refresher training. Complete hands-on annual training on drug and alcohol process and testing.
- D. Stores and maintains the AlcoHAWK® Breathalyzer devices and drug testing kits.
- E. Ensures testing equipment is calibrated and maintained.
- F. Ensures the drug test kit's expiration dates are valid.
- G. Notifies the OHN and drug and alcohol testing vendor regarding drug and alcohol testing.
- H. Stores and maintains documentation of drug collection and alcohol testing.
- I. Must be familiar with the operation of the AlcoHAWK® Breathalyzer device.

### 2.3 BP Supervisor

- A. Completes supervisor drug and alcohol training in My Talent and Learning.
- B. Consults with GoM Region Human Resources (HR) and OHN prior to conducting post accident, SMI testing, reasonable suspicion, or unannounced testing.
- C. Notifies Medic or OHN following an event subject to post-accident or SMI testing or reasonable suspicion concern within 2 hours, no later than 8 hours, for alcohol, no later than 32 hours, for other substances.
- D. Works with HR on removal of employees from safety sensitive duties following positive test results.
- E. Works with HR regarding disciplinary action for employees with positive test results.
- F. Notifies Director of Security of any drug and alcohol issues that impact security.
- G. Submits CG-2892B form to USCG for any SMI tests.

### 2.4 Director of Security

- A. Serves as BP Designated Employer Representative (DER).
- B. Provides guidance to Supervisors and employees on policy.
- C. Assists in the development of training content.
- D. Assists with determining the appropriate drugs to be included in drug tests (drug panel).
- E. Maintains list of employees in the DOT pool.
- F. Informed of employee non-negative and positive test results to add the employee to the No Access List.
- G. Receives notification from heliport security for reasonable suspicion testing. Notifies OHN.
- H. Manages bag and dog searches related to drug and alcohol.
- I. Submits annual (DOT) Management Information System (MIS) Data Collection form to USCG.

### 2.5 GoM Occupational Health Nurse (OHN)

- A. Serves as BP Designated Employer Representative (DER).
- B. Maintains employee and supervisor drug and alcohol training content.
- C. Coordinates annual Medic training related to Drug and Alcohol testing.
- D. Point of contact for this Policy and the Medication Policy.
- E. Determines drugs included in drug testing (drug panel) and aligns cut-off drug levels (over which a test is considered positive) with DOT where possible.
- F. Informed of non-negative and positive test results. Reports non-negative and positive results to Director of Security.
- G. Contacts BP employee, BP Supervisor, and HR regarding non-negative and positive test results.
- H. For employees receiving counseling assistance, works with HR and counselor regarding employee's treatment. Following treatment, oversees accelerated random program to ensure employee completes follow-up testing.
- I. Provides guidance to BP supervisors, employees and the Medics regarding chemical testing for dangerous drugs and alcohol.

## 2.6 Medical Review Officer (MRO)

- A. MRO will be unaffiliated with laboratory, not a BP employee, and a certified authority.
- B. Reviews and reports verified drug test results as positive, adulterated, substituted, invalid, or failure to test.
- C. Contacts employee for interview regarding a non-negative laboratory test.
- D. Reports concern to OHN regarding prescription medications that may interfere with safety sensitive duties.

## 2.7 Drug and Alcohol Testing Vendor

- A. Understands the BP US and BP GoM Drug and Alcohol Policies.
- B. Delivers Medic training and provides required testing supplies and documentation forms.
- C. Completes drug and alcohol testing at designated locations (i.e., heliport, PMF) and maintains required records per regulations.
- D. Disposes of illegal drugs.
- E. Sends positive drug and alcohol test results to OHN.
- F. Liases with MRO and OHN concerning test results.
- G. Coordinates bag and dog searches as requested.
- H. Provides monthly, quarterly, and annual drug and alcohol testing statistics.

## 2.8 Health Manager

- A. Serves as GoM Drug and Alcohol Policy authority.
- B. Assists with vendor performance meetings.
- C. Agrees to the random testing percentage and drugs to test (drug panel).

## 2.9 Human Resources (HR)

- A. Coordinates GoM random testing for Westlake Campus
- B. Responsible for maintaining the employee list for random selection notifications. Notifies the Supervisor of employees selected for testing.
- C. Manages employee disciplinary process for this Policy.

## 2.10 GoM Occupational Health Physician

- A. Provides guidance to Supervisors and employees on Policy.
- B. Maintains training content for supervisor and employee training.
- C. Determines work restrictions for work activities of employees based on medications taken.
- D. Determines the drugs to test (drug panel) and align cut-off levels with DOT where possible.
- E. Informed of positive tests for employees. Reports to Director of Security.
- F. Supports HR, BP, and Supervisor regarding non-negative or refusal to test.
- G. For employees receiving counseling assistance, works with HR and counselor regarding employees treatment. Following treatment, oversees accelerated random program to ensure employee completes follow-up testing.
- H. Provides guidance to BP supervisors, employees, and the Medics regarding chemical testing

- for dangerous drugs and alcohol.
- I. Advises regarding additional drug(s) to test where there is reasonable suspicion of use of a drug that will not be detected by the usual drug test (drug panel). For example, if specific illegal substances are found in luggage.
  - J. Contacts HR, Legal, and Supervisor for positive tests for employees.

### 3 General Requirements

#### 3.1 Prohibited Drugs, Chemicals, and Medication

The use or possession of: alcohol, inhalants (inhaled nitrous oxide, amyl nitrite, butyl nitrite, fluorinate hydrocarbons such as paint thinner, contact cement, nail polish remover, markers, whiteout, spray paint), illicit drugs and chemicals, illegal prescription medication, improperly used medication, and medical marijuana is prohibited. This includes sale, attempt to sell, purchase, transfer, distribution, concealment, transportation, or supply of these prohibited drugs, chemicals and medications. The report of use of food or dietary supplements (eg. hemp products, poppy seed) is not in itself, an acceptable excuse for positive drug tests.

The Medic, OHN, HR or Security shall be notified if any prescription, non-prescription medication, or other substances are believed or determined to have impaired judgment or adversely impact safety or the ability to perform job functions.

#### 3.2 Screening and Confirmation for Drugs and Alcohol

##### 3.2.1 Drug Testing

The screening and confirmation cutoffs for drug testing are shown in the following tables.

Table 1. DOT Urine

Drug	Screening	Confirmation
Amphetamines	500 ng/ml	250 ng/ml
Cocaine	150 ng/ml	100 ng/ml
Codeine/Morphine/Heroin	10- 2000 ng/ml	10 - 2000 ng/ml
Synthetic Opiates	100 – 300 ng/ml	100 ng/ml
6-Acetylmorphine	10 ng/ml	10 ng/ml
Marijuana	50 ng/ml	15 ng/ml
MDMA/MDA	500 ng/ml	250 ng/ml
Methamphetamine	500 ng/ml	250 ng/ml
Phencyclidine (PCP)	25 ng/ml	25 ng/ml

Table 2. Non-DOT Urine 5 Panel (Noble CLIA Waived Drug Test Cup)

Drug	Screening	Confirmation
Amphetamines	1000 ng/ml	500 ng/ml
Cocaine	300 ng/ml	150 ng/ml
Extended Opiates	300 ng/ml	100 ng/ml
Marijuana	50 ng/ml	15 ng/ml
MDMA/MDA	1000 ng/ml	500 ng/ml



Methamphetamine	1000 ng/ml	500 ng/ml
Codiene/Morphine	300 ng/ml	300 ng/ml
Phencyclidine (PCP)	25 ng/ml	25 ng/ml

Table 3. Oral Fluid

Drug Screen	Screening	Confirmation
Amphetamines	100 ng/ml	40 ng/ml
Cocaine	5 ng/ml	2 ng/ml
Extended Opiates	10 ng/ml	10 ng/ml
Marijuana	1 ng/ml	0.5 ng/ml
PCP	1 ng/ml	1 ng/ml

Table 4. Hair

Drug Screen	Screening	Confirmation
Amphetamines	5 ng/10mg	5 ng/10mg
Benzodiazepines	1 ng/10mg	0.2 ng/10mg
Cocaine	5 ng/10mg	5 ng/10mg
Marijuana	10 pg/10mg	1 pg/10mg
Opiates	2 ng/10mg	2 ng/10mg
PCP	3 ng/10mg	3 ng/10mg

- A. Employees will be tested onsite using rapid urine Point of Care Testing (POCT), or by oral fluid or hair.
- B. DOT tests will be tested at a Substance Abuse and Mental Health Services Administration (SAMSHA) certified laboratory.
- C. Oral fluid tests, hair tests, and non-negative Point of Care Tests (POCT) will be tested at an approved laboratory.
- D. All laboratory non-negatives will undergo MRO review.

### 3.2.2 Alcohol Testing

- A. Employees will be tested onsite using a breathalyzer.
- B. Alcohol screening testing may include utilization of either breath or saliva testing.
- C. In special circumstances, a blood test may be utilized for alcohol testing.
- D. Tests which are screened positive will undergo confirmation via the use of an evidential-quality breathalyzer for confirmation of positive alcohol test results.
- E. MRO review is not required for positive alcohol test results, unless otherwise required by applicable local, state, or federal law.

Table 3. Alcohol Screening and Confirmation

Screening Level	Confirmation and Consequences
Less than a 0.02% Breath Alcohol Concentration (BAC)	<ul style="list-style-type: none"> <li>• a negative test result</li> <li>• fit for duty</li> </ul>
<b>First</b> event equal to or greater than 0.02% and less than 0.04% BAC	<ul style="list-style-type: none"> <li>• Remove from active duty and suspension; and</li> <li>• Denial of access to any BP facility and mandatory referral to Substance Abuse Professional (SAP).</li> </ul>

	<ul style="list-style-type: none"> <li>Employee may not return to work until SAP is contacted and a negative test result is obtained</li> <li>Follow-up testing for up to 2 years</li> </ul>
<b>Second</b> event equal to or greater than 0.02% and less than 0.04% BAC	<ul style="list-style-type: none"> <li>Remove from active duty; and</li> <li>Deemed a positive test result and subject to disciplinary action to include termination.</li> </ul>
<b>First</b> event equal to or greater than .04% BAC	<ul style="list-style-type: none"> <li>Remove from active duty; and</li> <li>Deemed a positive test result and subject to disciplinary action to include termination.</li> </ul>

### 3.3 Searches and Inspections

- A. BP reserves the right at all times on its premises to conduct unannounced substance screens, searches, and inspections of employees, including their effects, lockers, baggage, desks, tool boxes, clothing, and vehicles located on BP property or worksites, as a means of enforcing this Policy.
- B. Any controlled substances or items prohibited by this Policy, or any materials that are illegal to possess, will be retained by BP and may be destroyed or turned over to the appropriate law enforcement agency.
- C. The refusal of any person to submit to a search or inspection will result in the revocation of the person's access privileges.

### 3.4 Testing following a Serious Marine Incident (SMI)

For GoM Region Outer-Continental Shelf (OCS) facilities,

- A. Alcohol testing will be conducted by the facility Medic as directed by the OIM or their designate within 2 hours following a SMI. If the situation does not permit the facility's Medic to conduct testing, then testing will occur onshore, unless the eight-hour time limit has lapsed.
- B. Drug testing will occur within 8 hours, no later than thirty-two (32) hours, following a SMI. If circumstances preclude testing within the 32 hour timeframe, delayed testing may be considered for drugs only. SMI drug testing will be conducted by the facility Medic as directed by the OIM or their designate.
- C. At the Preservation Maintenance Facility (PMF), Houma Operations Learning Center (HOLC), the GoM Region OHN will facilitate Drug and Alcohol testing using a preferred vendor.
- D. Hospital or clinic drug and alcohol testing may be utilized as needed.
- E. A USCG form [CG-2692B](#), Report of Required Chemical Drug and Alcohol Testing Following a SMI, must be submitted to the USCG Chief of Investigations, Marine Safety Unit, Morgan City, LA, following any SMI by the OIM. The facility's Medic will maintain copies of this form for the facility.

### 3.5 Federally Regulated Random Tests

Employees assigned to BP's Outer Continental Shelf (OCS) facilities may fall within the scope or authority of prohibited substance testing regulations issued by the USCG. GoM will test all OCS facility crewmembers on a random basis at an annual rate no less than 25 percent who occupy the following Licensed Mariner and designated safety sensitive positions.

- A. USCG Licensed Mariner Positions
  - 1) Offshore Installation Manager
  - 2) Ballast Control Officer
  - 3) Barge Supervisor (and alternate)
- B. Unlicensed Positions
  - 1) Lifeboatman
  - 2) Production Control Room Operator
  - 3) Firefighting Specialist (and alternate)
  - 4) Able Bodied Seaman (and alternate)
  - 5) Ordinary Seaman

## **4 Process**

### **4.1 BP GoM Employee Testing**

#### **4.1.1 Pre-employment-Post Offer**

Employees are required to submit to a pre-employment drug test 60 days prior to performing DOT covered functions. If performing a DOT covered function, the pre-employment testing will also include alcohol.

#### **4.1.2 Random**

- A. Random drug testing is completed on an unannounced basis for the Westlake Office. Employees are to report immediately to the collection site following notification from their Supervisor
- B. For offshore travelers, random drug and alcohol testing is completed at the heliport.
- C. Employees working at the PMF, HOLC, and any other BP operated facility may be tested for drugs and alcohol on an unannounced basis.
- D. Lists of employees working in DOT covered functions are maintained as part of a separate random drug and alcohol testing pool.

#### **4.1.3 Post-accident**

- A. Non federally regulated testing
  - 1) Following a work-related incident, the worker will be medically stabilized first and then may be required to submit to substance abuse testing.
  - 2) BP Supervisors must assure that when an employee's conduct either contributed, or cannot be completely discounted as a contributing factor, to the accident/incident that employee is tested for drugs and alcohol.
  - 3) If testing is not federally regulated as described below, testing shall be limited to situations where an employee's conduct either contributed, or cannot be completely discounted as a contributing factor, to the accident/incident.

- 4) Documented explanation shall be required if alcohol testing does not occur within 2 hours following the incident. The worker is required to remain available for alcohol testing within the 8 hour time period.
  - 5) If the employee is a Licensed Mariner or holds a designated safety sensitive position, DOT/USCG post-accident testing will be conducted prior to non-federally regulated testing.
- B. Serious Marine Incident (SMI) testing
- 1) Following a SMI, the employee will be medically stabilized first and then may be required to submit to substance abuse testing.
  - 2) An OCS Casualty requires completion of USCG form [CG-2692](#). An OCS casualty is defined on that form. A SMI requires completion of form [CG-2692B](#), *Report of Mandatory Chemical Testing Following a Serious Marine Incident*. An SMI is defined on CG-2692B. If an OCS casualty has occurred that also results in a SMI, then drug and alcohol testing must be conducted and reported to the USCG.
  - 3) BP Supervisors must verify that each employee who was directly involved is tested for drugs and alcohol. A “directly involved” individual is one whose order, action, or failure to act is determined to be, or cannot be ruled out as a causative factor in the events leading to or causing a SMI.
  - 4) Documentation will be needed if alcohol testing does not occur within 2 hours following the incident. The worker is required to remain available for alcohol testing within the 8 hour time period.
  - 5) A Serious Marine Incident SMI is defined as:
    - a) One or more deaths
    - b) An injury to a crew member, passenger, or other person that requires professional medical treatment beyond first aid, and , in the case of a person employed on board a vessel in commercial service, which renders the individual unfit to perform routine vessel duties
    - c) Damage to property in excess of \$100,000
    - d) Actual or constructive loss of any vessel subject to inspection under 46 USC 3301
    - e) Actual or constructive total loss of any self-propelled vessel, not subject to inspection under 46 USC 3301, of 100 gross tons or more
    - f) Discharge of oil of 10,000 gallons or more into the navigable waters of the United States, as defined in 33 USC 1321
    - g) A discharge of reportable quantity of hazardous substances into the navigable waters of the United States
    - h) A release of a reportable quantity of hazardous substances into the environment.

#### 4.1.4 Reasonable Suspicion

- A. Reasonable suspicion testing is performed based on a reasonable and particular belief that the employee is currently using prohibited drug or alcohol.
- B. Reasonable suspicion testing must be based on specific, contemporaneous, physical, behavioral, or performance indicators of probable drug or alcohol use. For DOT covered employees, two Supervisors, one of which has received Supervisor Drug and Alcohol Training, should substantiate and concur in the decision to test the employee.

- C. The US Drug and Alcohol Misuse Policy has a Reasonable Suspicion Observation Checklist for Supervisors.

#### **4.1.5 Positive Tests**

The following will be considered positive tests and subject to disciplinary action to include termination.

- A. MRO verified positive drug test where drug is identified above cut-off level without medical explanation.
- B. Confirmation test above alcohol limit.
- C. Refusal to test, failure to cooperate, or complete test.
- D. An unexplained missed random or otherwise required alcohol and/or drug test.
- E. Submission of a specimen that the MRO verifies as adulterated or substituted or evidence of an attempt to interfere with drug or alcohol test

#### **4.1.6 Refusal to Test**

The refusal of an employee to submit to any testing required by this Policy is considered equivalent to a positive test, except there will be no opportunity for rehabilitation and future retesting. A refusal to test shall include a failure to cooperate with any part of the testing process, including:

- A. Failing to remain and cooperate until the process is completed, or
- B. Failing to provide a sufficient or adequate specimen (without medical explanation), or
- C. Failing to appear for testing (including failing to appear within a reasonable time after being notified of testing), or
- D. Failing to submit to a re-collection or retesting when required, or
- E. Submitting a specimen that the MRO verifies as adulterated, substituted, or invalid due to test tampering.

## **4.2 Statement of Confidentiality**

It is the policy of BP that medical information, whether in verbal, written or electronic form, is considered strictly confidential. All such confidential information will be maintained in a confidential file separate from any other employee information. This information will only be disclosed to those with a legitimate "need to know." Employees who disclose confidential medical information without proper authorization will be subject to disciplinary action up to and including dismissal from BP.

## **4.3 Disciplinary Implications**

The BP US Drug and Alcohol Misuse Policy allows for an opportunity for rehabilitation following a first positive test. It also allows for termination following a first positive or refusal to test. Given the safety sensitive nature of many of our jobs, particularly offshore, GoM will more vigorously scrutinize such a decision. Violations of this policy by employees will result in their immediate removal from the work place.

All violations will be reviewed by appropriate GoM management, GoM Medical and HR as they pertain to Employee Assistance Program referral, disciplinary action and access reinstatement.

#### 4.4 Employee Assistance Program

Recommended notice regarding EAP: *“It is important for everyone to know that if you are currently struggling with substance abuse or addiction, you may confidentially refer yourself to our Employee Assistance Program for assessment. We encourage anyone who has a concern to take advantage of this opportunity now, and not risk the consequences of testing positive in a company substance test or otherwise being found in violation of our policy. You can have a confidential conversation our EAP provider, by calling 1-800-409-3687. The EAP provider also offers free, confidential counseling about a variety of issues, including marriage counseling, teen issues, eldercare options, saving for college, child care options – almost any issue that affects you outside of work.”*

#### 5 Record Keeping

BP through its third party administrators and vendors will maintain records related to substance tests conducted under this Policy.

#### 6 Training

Computer-based education and training components are available on My Talent & Learning for GoM employees and supervisors. This education and training is mandatory and provides information concerning employee and supervisory obligations defined in the US Drug and Alcohol Misuse Policy and federal requirements.

#### 7 Definitions/Acronyms

##### Drug Testing

Terms	Description
Adulterated	substances were found in a testing sample which are added after urination, often to interfere with testing
Chain of custody	the combination of procedures and documentation which provides a faithful and accurate written record of the custody of a biological specimen, from the time of initial collection of a specimen to final laboratory analysis.
Drug (Substance) testing	the analysis of urine, saliva, hair, or breath for chemicals, drugs, and drug metabolites.
Invalid test	inability to complete laboratory testing due to interference of a substance which may be a medication.
Laboratory non-negative test	laboratory confirmation using gas chromatography/mass spectrometry (GC/MS), prior to review by MRO.
Negative test	1, a negative Point of Care Test (POCT), or 2, laboratory conclusion that the presence of a substance was not detected in a specimen at or above the screening and confirmation levels utilized, or 3, MRO determination that a Laboratory non-negative test had a legitimate explanation.
Non-negative test	the result of the onsite/rapid/screening drug test or laboratory immunoassay that was found to contain one or more substances

	present at or above the screening cut-off level, but has not yet undergone confirmatory testing and review by the MRO
Positive test	a result where a drug was detected and confirmed by laboratory and reviewed by MRO without alternative medical explanation. Refusals to test are also considered equivalent to a positive test.
Post-accident	drug/alcohol testing following injury or property damage or as required by DOT post-accident testing
Serious Marine Incident testing	drug/alcohol testing following Serious Marine Incidents as defined by the USCG.
Substance abuse testing	Drug and Alcohol testing
Substituted	the specimen was not consistent with human urine

**8 References/Documents**

**BP (GoM) Offshore Standard Operating Procedures D & A Testing**



Offshore SOP Drug and Alcohol Testing.d

**BP (GoM) Medications Policy (Offshore) UPS-US-SW-GOM-HSE-DOC-00109-2**

**BP Drug and Alcohol Misuse Policy (US)**

[http://hr.bpglobal.com/LifeBenefits/Assets/Documents/s/US-Drug--Alcohol-Misuse-Policy12-4-2014-\(2\).aspx](http://hr.bpglobal.com/LifeBenefits/Assets/Documents/s/US-Drug--Alcohol-Misuse-Policy12-4-2014-(2).aspx)

**United States Coast Guard**

Report of Marine Casualty, Commercial Diving Casualty, or OCS-Related Casualty



CG\_2692.pdf

Report of Mandatory Chemical Testing Following a Serious Marine Incident Involving Vessels in Commercial Service CG-2692B



CG\_2692B.pdf

**Department of Transportation**

DOT Random Testing Rates

<https://www.transportation.gov/odapc/random-testing-rates>

Procedures for Transportation Workplace Drug and Alcohol Testing Programs

<https://www.transportation.gov/odapc/part40>

**SAMHSA**

Certified Laboratories

<http://www.samhsa.gov/workplace/resources/drug-testing/certified-lab-list>



# Gulf of Mexico

## Document Lifecycle Tree

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