



Addition of Certain Legal (Prescription) Drugs to the Department's Drug Testing Program

Frequently Asked Questions

- 1. *Who is affected by the addition of oxycodone, oxymorphone, hydrocodone, and hydromorphone to the drug testing panel?*** All Department of the Interior (Department) employees and those applicants applying for a position at the Department (if that position is a Testing Designated Position).
- 2. *Why is the Department adding these new drugs to the panel?*** In response to the nationwide epidemic of opioid misuse and abuse, the [Department of Health and Human Services](#) (HHS) has required Federal agencies to test for these drugs. HHS provides regulatory oversight to the Department and other Executive Branch agencies. For more information on the new regulation, you can visit <https://www.gpo.gov/fdsys/pkg/FR-2017-01-23/pdf/2017-00979.pdf>
- 3. *How do I find out if I'm in a Testing Designated Position?*** You can review the Department's [policy](#) on which positions are designated for testing or ask your servicing HR office.
- 4. *I'm not in a Testing Designated Position. How does this affect me?*** Anyone at the Department could be tested at some point in their career based on reasonable suspicion of on-duty drug use, after an accident, and as follow-up for employees who undergo counseling or a rehabilitation programs for illegal drug use. For more information on drug testing, please visit <https://www.doi.gov/ibc/services/human-resources/drugalcoholtesting>
- 5. *I have a valid prescription for OxyContin; will this now be tested for if I take a Federal drug test?*** Yes, OxyContin is a brand name for the drug oxycodone and effective November 17, 2017, all Department drug tests will be analyzed for the presence of oxycodone. There are several brand names of medications containing oxycodone, oxymorphone, hydrocodone, and hydromorphone, such as Vicodin, Percocet, Dilaudid, etc. You may want to check with your prescribing physician for information on any medications you are currently taking. In addition, you should ensure that your prescription is still valid.
- 6. *What are Medical Review Officers (MRO)?*** MROs are licensed physicians with knowledge and clinical experience in substance abuse disorders. They serve as independent, impartial gatekeepers to the accuracy and integrity of the drug testing program. All laboratory results are sent to an MRO for verification before the Department is informed of the result.
- 7. *How is a positive test result for opioids determined?*** A test result will not be considered positive for illegal drug use until after being reviewed by the MRO. An employee or applicant will be contacted by the MRO and given an opportunity to provide supporting documentation (such as a valid prescription for the drug in the employee's name). If the employee or applicant provides a medical explanation that is legitimate, the MRO will report a negative test result to the Department. If the employee or applicant does

not have a prescription, or the prescription has expired, the result will be positive and a violation of the Department's drug testing policy. Please see Section 11 of the [Department's policy](#) for further information.

- 8. *What are the consequences for testing positive for illegal use?*** Action taken against an employee found to illegally use or possess drugs may include the full range of disciplinary actions, including removal from Federal service. Offers of employment will be rescinded for applicants. Please see Section 18 of the [Department's policy](#) for further information.

- 9. *How can I get help if I think I have a substance abuse problem?*** Employees may seek assistance through the Department's Employee Assistance Program, by calling (800) 869-0276 or visiting <https://www.doi.gov/pmb/hr/eap>.

Still have questions regarding these changes? Please contact IBCDrugTestingStaff@ibc.doi.gov or 202-208-5638.