



Global Drug Screening Reference List

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The ability to process drug and alcohol screening around the world may be restricted or prohibited in some jurisdictions. In order to assist IFDAT members with understanding these regulatory requirements, this document provides links to worldwide governmental sources who have posted guidance on the processing of drug screening for employment purposes.

Information is provided in three general areas:

- **Screening Resources:** These are organizations who provide information about global employment screening. Some of the results focus on drug and alcohol screening topics.
- **General Data Privacy Resources:** Since drug and alcohol screening involves the processing of personally identifiable information, including the potential for sensitive information processing, this section provides links to global data privacy resources.
- **Government Resources:** This section contains links to resources posted by governmental authorities regarding drug and alcohol screening.

This document is updated on a regular basis.

The following is not offered as business, legal, or medical advice but is instead offered for informational purposes in a spirit of cooperation and information exchange. It is not intended as a substitute for the legal advice of an attorney knowledgeable of the issues covered as they relate to a user’s individual circumstances or a medical practitioner. No assurances are made regarding the accuracy, completeness, or utility of the following information. Legislative, regulatory, case law and medical developments regularly impact on general research and medical information.

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Screening Resources Referencing Drug Screening

- ELA Global Employer Handbook: <http://www.employmentlawalliance.com/>
- GTDT – Labour & Employment: <http://gettingthedealthrough.com>
(Subscription required)
- LexMundi Global Employer Guide: <http://www.lexmundi.com/Document.asp?DocID=3903>
- Practical Law Employment: <http://uk.practicallaw.com/resources/multi-jurisdictional-guides/employment-mjg>

General Data Privacy Resources

- Association Francophone Data Protection Authorities: <http://www.afapdp.org/>
- BakerHostetler's International Compendium of Data Privacy Laws: <http://www.edrm.net/resources/data-privacy-protection/bakerhostetler-data-privacy-laws>
- DLA Global Data Protection: <http://www.dlapiperdataprotection.com/#handbook/world-map-section>
- Employment Law Review: <http://www.paulhastings.com/annualreview/downloads/employment/The%20Employment%20Law%20Review.pdf>
- IAPP DPA List: https://www.privacyassociation.org/resource_center/data_protection_authorities
Select Resources – Where's Your DPA. (Membership required)
- LATAM Data Protection Laws: <http://www.dataprivacylaws.com.ar/data-protection-laws/>
- LexMundi Data Privacy: http://www.lexmundi.com/lexmundi/Data_Privacy_Guide.asp
- Linklaters Data Protected: <https://clientsites.linklaters.com/Clients/dataprotected/Pages/index.aspx>
- MoFo Privacy Library: <http://www.mofo.com/privacylibrary/PrivacyLibraryLanding.aspx?xpST=PrivacyLibraryLanding>
- Practical Law Data Protection: <http://uk.practicallaw.com/resources/multi-jurisdictional-guides/dataprotection-mjg>
- Practical Law Data Protection: Country Q&A tool: <http://uk.practicallaw.com/2-502-1510?service=ipandit#>
- WorldBank Doing Business: <http://www.doingbusiness.org/>

Information on Global Drug Screening by Government Authorities

Australia

Victoria Privacy Office: Privacy in the Workplace

<http://www.privacy.vic.gov.au/domino/privacyvic/web2.nsf/files/privacy-in-the-workplace>

Belgium

A Preventative Policy on Alcohol and Drugs in the Company

Une politique préventive en matière d'alcool et de drogues dans l'entreprise – La concertation au service de la prévention

Cct n° 100: Notice pour l'élaboration d'une politique préventive en matière d'alcool et de drogues dans l'entreprise

(A preventive policy on alcohol and drugs in the company – the dialogue at the service of prevention
CTC no. 100: Manual for the development of a preventive policy on alcohol and drugs in the company)
<http://www.cnt-nar.be/PUBLICATIES/Alcohol-drugs-FR.pdf>

Canada

Privacy Commissioner of Canada: Drug Testing & Privacy

http://www.priv.gc.ca/information/02_05_12_e.pdf

Alberta Human Rights Commission: Drug and alcohol dependencies in Alberta workplaces

http://www.albertahumanrights.ab.ca/publications/bulletins_sheets_booklets/sheets/protected_grounds/drug_and_alcohol_dependencies.asp

Manitoba Human Rights Commission: Pre-employment inquiries

<http://www.manitobahumanrights.ca/publications/guidelines/pre-employment.html>

New Brunswick Human Rights Commission: Guideline on Drug and Alcohol Testing in the Workplace

<http://www.gnb.ca/hrc-cdp/e/g/Guideline-Drug-Alcohol-Testing-New-Brunswick.pdf>

Ontario Human Rights Commission: Policy on drug and alcohol testing

<http://www.ohrc.on.ca/en/policy-drug-and-alcohol-testing>

Saskatchewan Human Rights Commission: Drug & Alcohol Testing – A General Guide

http://www.shrc.gov.sk.ca/pdfs/policies_guidelines/Drug%20and%20Alcohol%20Testing%20Guide%20-%20Final%20Jan2011.pdf

Finland

Act on the Protection of Privacy in Working Life

<http://www.finlex.fi/en/laki/kaannokset/2004/en20040759.pdf>

Page 3, Section 6 – Drug test certificate

Ireland, Republic of

Safety, Health and Welfare at Work Act 2005

<http://>

Duties of employee. 13.—(1) An employee shall, while at work—

(b) ensure that he or she is not under the influence of an intoxicant to the extent that he or she is in such a state as to endanger his or her own safety, health or welfare at work or that of any other person,

(c) if reasonably required by his or her employer, submit to any appropriate, reasonable and proportionate tests for intoxicants by, or under the supervision of, a registered medical practitioner who is a competent person, as may be prescribed,

www.irishstatutebook.ie/2005/en/act/pub/0010/index.html

Chapter 2, 13(1)(b) and (c)

European Parliament: Protection of Personal Data in Work Related Relations

<http://www.europarl.europa.eu/committees/en/studiesdownload.html?languageDocument=EN&file=92930>

Occupational Health and Drug Testing starts on page 47

Malaysia

Guidelines on Preventing & Responding to Drug & Alcohol Problems in the Workplace

[http://www.dosh.gov.my/index.php?](http://www.dosh.gov.my/index.php?option=com_docman&task=doc_download&gid=655&Itemid=179&lang=en)

[option=com_docman&task=doc_download&gid=655&Itemid=179&lang=en](http://www.dosh.gov.my/index.php?option=com_docman&task=doc_download&gid=655&Itemid=179&lang=en)

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New Zealand

Laws on drug testing in the workplace

<http://dol.govt.nz/workplace/knowledgebase/item/1361>

Norway

Working Environment Act

<http://www.arbeidstilsynet.no/binfil/download2.php?tid=92156>

Chapter 9. Control measures in the undertaking

South Africa

South African Labour Guide

<http://labourguide.co.za/discipline-dismissal/115-alcohol-and-drugs-in-the-workplace>

United Kingdom

Gov.UK: Being monitored at work: workers' rights – Drug Testing

<https://www.gov.uk/monitoring-work-workers-rights/drug-testing>

HSE: Drug Misuse at Work

<http://www.hse.gov.uk/pubns/indg91.pdf>

Information Commissioner's Office (ICO)

[Employment practices code](#)

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[Employment practices code – a quick guide](#)

Section 6

[Employment practices code – supplementary guidance](#)

General recruitment guidance; no specific information on drug screening.