

CSI Partnerships Yield Enhanced Drug Testing and Fingerprinting Services

Technological advancements and regulatory requirements, resulting in increased affordability and accessibility, have produced heightened demand in the use of drug testing and fingerprinting in the employment screening process.

The origin of drug testing dates back to the Reagan Administration and the Drug-Free Workplace Act of 1988. While it originally applied to federal employees and contractors, it was soon adopted by local and state jurisdictions as well as the private sector. The Department of Transportation's Omnibus Transportation Employee Testing Act of 1991 established mandatory testing in the commercial transportation industry and set forth guidelines largely considered the standard in all industry sectors. Since studies indicate that substance abuse contributes to higher rates of absenteeism and workplace accidents, a growing number of private companies are voluntarily subscribing to drug-free workplace status. It is essential that drug testing be accomplished in a fair, accurate and legally defensible manner, supported by policies, procedures and employee awareness training. It should be considered just one component of a more comprehensive background screening program.

CSI's Third Party Drug & Alcohol Screening Administrator is certified by the Drug & Alcohol Testing Industry Association (DATIA). Their extensive collection site network utilizes only collectors trained under DOT regulations. All testing laboratories are certified by the Substance Abuse and Mental Health Services Administration (SAMSHA) and all Medical Review Officers have completed the American Association of Medical Review Officers (AAMRO) training program. In addition to the traditional urinalysis and chain of custody form, we have recently integrated an innovative program enabling automation of the entire drug screening process from point of collection to final test result reporting. This advancement permits online scheduling of drug tests, generates a paperless chain of custody and electronically transmits all necessary information to the applicant and the appropriate collection site. In addition to reducing paperwork management, this process allows for quicker outcomes at selective collection sites and renders results available online, eliminating the need for telephoning or faxing. It also effectuates statistical management reports to monitor employee populations, test results and turnaround times.

The process of fingerprint checking has traditionally been cumbersome, time consuming and expensive, and was thus reserved for very specialized positions and industries. In the aftermath of the terrorist attacks, financial scandals and elevated awareness and tracking of sex offenses, fingerprint checking is now mandated by local, state and federal statutes for a multitude of positions in banking and securities, insurance, real estate, education, healthcare, child and elderly care, transportation and hazardous materials handling. The number of FBI-processed employment-related fingerprint checks has increased threefold since 1992, constituting half of the total number processed. With increased transience of the population and the ability to alter many aspects of one's identity, fingerprints are viewed as a constant. While various law enforcement agencies maintain huge repositories of fingerprints, a fingerprint check is not a definitive indication of the presence or absence of a criminal record. Though it may broaden the scope of a criminal record search, it does not sufficiently address other aspects of an applicant's background. However, if your industry or company requires a fingerprint check as part of a more exhaustive screening program, recent significant developments have improved the accuracy, flexibility and turnaround time associated with this component.

CSI has partnered with a leading fingerprinting firm dedicated to the application of modern science in the investigative profession. All of their associates are former law enforcement officers at local, state and federal levels, specializing in fingerprinting and forensics. Their 30 years of experience in the field not only insures legal compliance and precision, but assists expedition as a product of their established law enforcement relationships. Access to state-of-the-art technologies and facilities, including equipment that captures fingerprints optically and electronically, enhances quality and speed. In conjunction with traditional card and ink capture as well as a process that combines the two methods, we can provide customized solutions based on client location and needs.