OBSERVED BEHAVIOR REASONABLE SUSPICION RECORD

PERSONNEL OFFICE USE ONLY
Employee/Contractor ID
Location
Incident Number

Street City State Zip Code TOa.m. p.m Record employee/contractor observed behavior for reasonable suspicion for the use of alcohol or controlled substances. According to CFR \$382.307 Reasonable Suspicion Testing, the employer shall equire the driver to submit to a controlled substance or alcohol test if supervisor or company official who is trained in accordance with \$382.803 determines that reasonable suspicion exists. Reasonable suspicion determined for:	EMF	PLOYEE/CONTRACTOR NAM	DATE OBSERVED			
Street City State Zip Code TOa.m. p.m Record employee/contractor observed behavior for reasonable suspicion to the use of alcohol or controlled substances. According to CFR §382.307 **Reasonable Suspicion Testing, the employer shall require the driver to submit to a controlled substance or alcohol test is supervisor or company official who is trained in accordance with §382.603 determines that reasonable suspicion exists. Reasonable suspicion determined for:	EMPLOYER NAME				TIME OBSERVED	
Record employee/contractor observed behavior for reasonable suspicion for the use of alcohol or controlled substances According to CFR §392.307 Reasonable Suspicion Testing, the employer shall require the driver to submit to a controlled substance or alcohol test is supervisor or company official who is trained in accordance with §392.603 determines that reasonable suspicion exists. Reasonable suspicion determined for:			State	Zin Code	FROMa.m.	p.m.
CFR §382.307 Reasonable Suspicion Testing, the employer shall require the driver to submit to a controlled substance or atcohol test is suspervisor or company official who is trained in accordance with §382.603 determines that reasonable suspicion exists. Reasonable suspicion determined for:	0	on ony	Olato	2.p 00d0	TOa.m.	p.m.
Mark items that apply and describe specifics Stumbling Staggering Falling Unable to stand Swaying Unsteady Holding on Rigid Segging at knees Feet wide apart SPEECH: Shouting Slow Rambling Slurred Slobbering Incoherent ACTIONS: Hesisting communications Insulting Hostile Drowsy Erratic Hyperactive Crying Indifferent EYES: Bloodshot Watery Dilated Glassy Droopy Closed Wearing sunglasses FACE: Flushed Pale Sweaty APPEARANCE/CLOTHING: Disheveled Messy Dirty Partially dressed Having odor Stains on clothing REATH: Alcoholic odor Faint alcohol odor No alcohol odor Marijuana odor MOVEMENTS: Fumbling Jerky Slow Nervous Mints Tobacco Candy Mints Tobacco	CFR §	382.307 Reasonable Suspicion	<i>Testing,</i> the employer shall req	ruire the driver to submit to a co	ontrolled substance or alcohol	ing to 4 I test if
MALKING/BALANCE: Stumbling Staggering Falling Unable to stand Swaying Unsteady Holding on Rigid Sagging at knees Feet wide apart	Reas	sonable suspicion determin		•		
Stumbling Staggering Falling Unable to stand Swaying Unsteady Holding on Rigid Sagging at knees Feet wide apart 2. SPEECH: Shouting Whispering Slow Incoherent 3. ACTIONS: Resisting communications Insulting Hostile Threatening Erratic Hyperactive Crying Indifferent 4. EYES: Bloodshot Watery Dilated Glassy Droopy Closed Wearing sunglasses 5. FACE: Flushed Pale Sweaty APPEARANCE/CLOTHING: Disheveled Messy Dirty Partially dressed Having odor Stains on clothing 7. BREATH: Alcoholic odor Faint alcohol odor No alcohol odor Marijuana odor MOVEMENTS: Fumbling Jerky Slow Nervous Nerrous Nervous Nerrous Nervous	1.	WALKING/BALANCE:	Mark items that apply a	and describe specifics		
Sagging at kneesFeet wide apart 2. SPEECH:ShoutingWhisperingSlowRamblingSlurredSlobberingIncoherent 3. ACTIONS:Resisting communicationsInsultingThreateningErraticHyperactiveCryingIndifferent 4. EYES:BloodshotWateryDilatedGlassyDroopyClosedWearing sunglasses 5. FACE:FlushedPaleSweaty 6. APPEARANCE/CLOTHING:DisheveledMessyDirtyPartially dressedHaving odorStains on clothing 7. BREATH:Alcoholic odorFaint alcohol odorNo alcohol odorMarijuana odor 3. MOVEMENTS:Fumbling	••	Stumbling	Staggering	Falling	Unable to stand	d
2. SPEECH: Shouting Whispering Slow Rambling Slurred Slobbering Incoherent 3. ACTIONS: Resisting communications Insulting Threatening Erratic Hyperactive Crying Indifferent 4. EYES: Bloodshot Watery Dilated Glassy Droopy Closed Wearing sunglasses 5. FACE: Flushed Pale Sweaty 6. APPEARANCE/CLOTHING: Disheveled Messy Dirty Partially dressed Having odor Stains on clothing 7. BREATH: Alcoholic odor Faint alcohol odor No alcohol odor Marijuana odor MOVEMENTS: Fumbling Jerky Slow Nervous Nervous EATING/CHEWING: Gum Candy Mints Tobacco Other				Holding on	Rigid	
Shouting Whispering Slow Rambling Slurred Slobbering Incoherent Slory Incoherent Incoheren		Sagging at knees	Feet wide apart		A. A. Carrier	
Slurred Slobbering Incoherent ACTIONS: Resisting communications Insulting Hostile Drowsy Threatening Erratic Indifferent Hyperactive Crying Indifferent EYES: Bloodshot Watery Dilated Glassy Wearing sunglasses FACE: Flushed Pale Sweaty APPEARANCE/CLOTHING: Disheveled Messy Dirty Partially dressed Having odor Stains on clothing BREATH: Alcoholic odor Faint alcohol odor No alcohol odor Marijuana odor MOVEMENTS: Fumbling Jerky Slow Nervous Hyperactive EATING/CHEWING: Gum Candy Mints Tobacco Other	2.	SPEECH:		order and the second se		
ACTIONS: Resisting communications Fighting/insubordinate Hyperactive Crying Indifferent EYES: Bloodshot Droopy Closed Wearing sunglasses FACE: Flushed APPEARANCE/CLOTHING: Having odor Stains on clothing BREATH: Alcoholic odor MOVEMENTS: Fumbling Hyperactive Crying Hostile Drowsy Threatening Ferratic Dilated Glassy Glassy Dilated Wearing sunglasses Sweaty Dirty Partially dressed Messy Dirty Partially dressed Marijuana odor Movements: Signature Hyperactive EATING/CHEWING: Gum		•			Rambling	
Resisting communications		Slurred	Slobbering	Incoherent		
Fighting/insubordinate	3.	ACTIONS:				
Hyperactive Crying Indifferent 4. EYES: Bloodshot Watery Dilated Glassy Closed Wearing sunglasses 5. FACE: Flushed Pale Sweaty 6. APPEARANCE/CLOTHING: Disheveled Messy Dirty Partially dressed Having odor Stains on clothing 7. BREATH: Alcoholic odor Faint alcohol odor No alcohol odor Marijuana odor 8. MOVEMENTS: Fumbling Jerky Slow Nervous Hyperactive 9. EATING/CHEWING: Gum Candy Mints Tobacco		Resisting communicat	ions Insulting	Hostile	Drowsy	
4. EYES: BloodshotWateryDilatedGlassyDroopyClosedWearing sunglasses 5. FACE:FlushedPaleSweaty 6. APPEARANCE/CLOTHING:DisheveledMessyDirtyPartially dressedHaving odorStains on clothing 7. BREATH:Alcoholic odorFaint alcohol odorNo alcohol odorMarijuana odor 8. MOVEMENTS:FumblingJerkySlowNervousHyperactive 9. EATING/CHEWING:GumCandyMintsTobaccoOther					Erratic	
Bloodshot		Hyperactive	Crying	Indifferent	•	
Droopy Closed Wearing sunglasses 5. FACE: Flushed Pale Sweaty 6. APPEARANCE/CLOTHING: Disheveled Messy Dirty Partially dressed Having odor Stains on clothing 7. BREATH: Alcoholic odor Faint alcohol odor No alcohol odor Marijuana odor 8. MOVEMENTS: Fumbling Jerky Slow Nervous Hyperactive 9. EATING/CHEWING: Gum Candy Mints Tobacco Other	4.	EYES:		141. 141.		
FACE:FlushedPaleSweaty S. APPEARANCE/CLOTHING:DisheveledMessyDirtyPartially dressedHaving odorStains on clothing S. BREATH:Alcoholic odorFaint alcohol odorNo alcohol odorMarijuana odor MOVEMENTS:FumblingJerkySlowNervous Hyperactive EATING/CHEWING:GumCandyMintsTobacco		Bloodshot				
FlushedPaleSweaty APPEARANCE/CLOTHING:DisheveledMessyDirtyPartially dressedHaving odorStains on clothing BREATH:Alcoholic odorFaint alcohol odorNo alcohol odorMarijuana odor MOVEMENTS:FumblingJerkySlowNervousHyperactive EATING/CHEWING:GumCandyMintsTobaccoOther		Droopy	Closed	Wearing sunglasse	3S	
APPEARANCE/CLOTHING: Disheveled Messy Dirty Partially dressed Having odor Stains on clothing BREATH: Alcoholic odor Faint alcohol odor No alcohol odor Marijuana odor MOVEMENTS: Fumbling Jerky Slow Nervous Hyperactive EATING/CHEWING: Gum Candy Mints Tobacco Other	5.		Pale	Sweaty		
DisheveledMessyDirtyPartially dressedHaving odorStains on clothing 7. BREATH:Alcoholic odorFaint alcohol odorNo alcohol odorMarijuana odor 8. MOVEMENTS:FumblingJerkySlowNervousNervous	2	ADDEADANCE/CLOTUNG		•		
Having odorStains on clothing Z. BREATH:Alcoholic odorFaint alcohol odorNo alcohol odorMarijuana odor B. MOVEMENTS:FumblingJerkySlowNervousHyperactive BATING/CHEWING:GumCandyMintsTobaccoOther).			Dirty	Partially dresse	d
P. BREATH: —— Alcoholic odor —— Faint alcohol odor —— No alcohol odor —— Marijuana odor B. MOVEMENTS: —— Fumbling —— Jerky —— Slow —— Nervous —— Hyperactive B. EATING/CHEWING: —— Gum —— Candy —— Mints —— Tobacco —— Other				<i>D</i> ty	r armany drosoc	
Alcoholic odorFaint alcohol odorNo alcohol odorMarijuana odor MOVEMENTS: Fumbling Jerky SlowNervous Hyperactive EATING/CHEWING: Gum Candy Mints Tobacco Other	,	₽ [™]				
B. MOVEMENTS: Fumbling Jerky Slow Nervous Hyperactive B. EATING/CHEWING: Gum Candy Mints Tobacco Other	•		Faint alcohol odor	No alcohol odor	Marijuana odor	
Fumbling Jerky Slow Nervous Hyperactive . EATING/CHEWING: Gum Candy Mints Tobacco Other			raint alconor odor	INO BIGOTIOI OGOI	Wanjuana odor	
Hyperactive EATING/CHEWING: Gum Candy Mints Tobacco Other	i.			01	N. 1	
EATING/CHEWING: Gum Candy Mints Tobacco Other			Jerky	Slow	Nervous	
Gum Candy Mints Tobacco Other						
Other	•				T ,	
			Candy	Mints	I obacco	
A 4						
Other observations:)ther (observations:				
or alcohol? Yes No	id em	plovee/contractor admit to us	ing drugs or alcohol?	Yes No		
/hen:Substance:						
ow much: Where taken:	low m	uch:				
WITNESSED BY:			WITNESS	ED BY:		
a.m. p.m.						
gnature Title Preparation date Time	ignatu	ıre	Title	Prep	paration date Time	a.m
p.m.						
ignature Title Preparation date Time THE ALCOHOL TEST MUST BE ADMINISTERED WITHIN EIGHT HOURS FOLLOWING A	gnatu	THE ALCOHOL TES				1
REASONABLE SUSPICION DETERMINATION.		THE ALCOHOL TEX			I OCCOMMISSION	1

PROHIBITED CONDUCT

(Performing a safety-sensitive function)

- 1. Reporting to and/or remaining on-duty with an alcohol concentration of 0.04 or greater.
- 2. Posses while on-duty alcohol that is not manifested as part of a shipment.
- 3. Use of alcohol while on-duty.
- 4. Use of alcohol within four hours of going on-duty to perform safety-sensitive functions.
- 5. Use of alcohol for eight hours after an accident that will require a post-accident test or until the test is performed.
- 6. Refusal to submit to required alcohol and/or controlled substances test.
- 7. Reports to or remains on-duty when using <u>any</u> controlled substance, except when used under a physician's orders <u>and</u> the physician has informed the driver that the use will not effect the safe operation of a commercial motor vehicle.
- 8. Report to or remain on-duty if tested positive for controlled substances.