

Physician Referral for Shy Bladder Non-DOT Testing Program

Employer:	Phone:
Employer Contact:	e-mail:
Donor Name:	Emp ID or SSN:
Date of Specimen Collection:	Specimen ID #:
<i>Employer should contact the evaluating physician and provide this form and information.</i>	

To the Evaluating Physician:

The above referenced individual was required to take a drug test but was unable to produce a urine specimen in the required 3 hour time frame. This may cause the test to be a refusal which could cause the individual to face disciplinary action or not being hired by the employer in the case of a pre-employment drug test. In accordance with company policy, the individual shall be evaluated by a licensed physician with expertise in the medical issues raised by the employee's failure to provide a sufficient urine specimen.

Please make one of the following determinations:

- 1) A medical condition has, or with a high degree of probability could have, precluded the donor from providing a sufficient amount of urine; or
- 2) There is an inadequate basis for determining that a medical condition has, or with a high degree of probability could have, precluded the donor from providing a sufficient quantity of urine.

For purposes of this company policy, a medical condition includes an ascertainable physiological condition (e.g., a urinary system dysfunction) or a medically documented pre-existing psychological disorder but does not include unsupported assertions of "situational anxiety" or dehydration.

As the referral physician making the evaluation, after completing your evaluation, you must provide a written statement of your recommendations and the basis for them to the company official. You must not include in this statement detailed information on the employee's medical condition beyond what is necessary to explain your conclusion.

If, as the referral physician making this evaluation in the case of a pre-employment test, you determine that the employee's medical condition is a serious and permanent or long-term disability that is highly likely to prevent the employee from providing a sufficient amount of urine for a very long or indefinite period of time, you must set forth your determination and the reasons for it in your written statement to the company official.