



**We provide:**

- A response within 48 hours
- A comprehensive, face-to-face assessment
- A recommended course of treatment
- Monitoring an employee in treatment by a qualified SAP
- A face-to-face follow-up to determine employee compliance
- A follow-up schedule for testing
- After care recommendations if needed
- Employers will receive written reports, from the SAP, informing them of all referrals, recommendations and monitorings



9615 East 148th Street, Suite 1  
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# SAP

## Substance Abuse Professional

Providing expert substance abuse services according to the Department of Transportation regulations.





### Contact a Substance Abuse Professional

- Kathleen Bowers, LCSW, DOT/SAP  
Lebanon, IN 46052  
317-847-4696
- Susie Maier, LCSW, LCAC DOT/SAP  
Anderson, IN 46015  
765-623-8427 (cell phone)  
765-641-8228 (office phone)
- Norman Minor Jr., LCSW, LMHC,  
LCAC, DOT/SAP  
Indianapolis, IN 46205  
317-257-3903
- Gary Scott, MS, LMHC, LCAC,  
DOT/SAP  
Noblesville, IN 46060  
317-257-1715

Our DOT qualified Substance Abuse Professionals have the knowledge to diagnose and treat drug and/or alcohol abuse disorders. We work with any and all agencies where heavy equipment is involved.

Our evaluations are designed to make sure the employee, who's tested positive, receives education and/or treatment quickly so they can resume their job responsibilities and duties. We refer employees to outside agencies for treatment. We do not self-refer.

If your employees hold a Commercial Driver's License (CDL), the Department of Transportation (DOT) requires your company to perform the following drug and alcohol tests. These requirements also apply to the Federal Motor Carrier Safety Administration, Federal Aviation Authority, Federal Railroad Administration, Federal Transit Authority, United States Coast

Guard and the Research and Special Programs Administration.

Listed below are some of DOT's requirements:

- Return-to-Duty
- Random
- Pre-employment
- Post-accident
- Reasonable suspicion
- Employee refusal for testing
- Violation of other DOT regulations

If an employee tests positive for drugs and/or alcohol he or she must be referred to a qualified Substance Abuse Professional (SAP). The individual who tested positive for drugs and/or alcohol will be provided a comprehensive face-to-face assessment, a clinical evaluation and a recommended course of treatment given by Aspire's SAP.



### These requirements also apply to:

- FMCSA
- FAA
- FRA
- FTA
- USCG
- RSPA