



**Notification and Consent Form for
Pre-Employment Drug and Alcohol Testing
Data Practices Advisory: Minnesota Statute §13.04, Subd. 2**

I acknowledge that I have seen the City of Minneapolis Pre-Employment Drug and Alcohol Testing Policy. I hereby consent to undergo drug and alcohol testing pursuant to said policy, and I authorize the City of Minneapolis through its agents and employees to collect a breath, saliva and/or urine and/or blood sample from me for that purpose.

I understand that the procedure employed in this process will ensure the integrity of the sample and is designed to comply with medicolegal requirements.

I understand that I must provide a valid sample that can be tested for the presence or absence of drugs, alcohol, or their metabolites. I further understand that failure to provide a valid sample that leads to a certified result may result in the job offer extended by the City of Minneapolis to be withdrawn.

I understand that the results of this drug testing may be discussed with and/or made available to the City of Minneapolis. I further understand that the results of this testing may affect my job offer as described in the policy.

The purpose of collecting a body component sample of breath, saliva, blood, or urine is to test that sample for the presence of drugs and alcohol. A sample provided for drug and alcohol testing will not be tested for any other purpose. The name, initials and social security number of the person providing the sample may be requested so that the sample can be identified accurately but confidentially. Information about medications and other information relevant to the reliability of, or explanation for, a positive test result is requested to ensure that the test is reliable and to determine whether there is a valid medical reason for any drug, alcohol, or their metabolites in the sample. All data collected, including that in the notification form and the test report, is intended for use in determining the suitability of the job applicant for employment. The job applicant may refuse to supply the requested data; however, refusal to supply the requested data may affect the job applicant's job offer.

A Medical Review Officer may only disclose to the City of Minneapolis test result data regarding presence or absence of drugs, alcohol, or their metabolites, in a sample tested. The City of Minneapolis or laboratory may not disclose the test result reports and other information acquired in the drug testing process to another employer or to a third-party individual, governmental agency, or private organization without the written consent of the person tested, unless permitted by law or court order. Evidence of a positive test result on a confirmatory test may be: (1) used in an arbitration proceeding pursuant to a collective bargaining agreement, an administrative hearing under Minnesota Statutes, Chapter 43A or other applicable state or local law, or a judicial proceeding, provided that information is relevant to the hearing or proceeding; (2) disclosed to any federal agency or other unit of the United States government as required under federal law, regulation, or order, or in accordance with compliance requirements of a federal government contract; and (3) disclosed as required by law, court order, or subpoena. Positive test results may not be used as evidence in a criminal action against the applicant tested.

Name (Please Print or Type)

Position Being Considered for and Department

Signature

Date _____

The [Genetic Information Nondiscrimination Act of 2008 \(GINA\)](#) prohibits [employers](#) and other entities covered by GINA Title II from requesting or requiring [genetic information](#) of an individual or [family member](#) of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any [genetic information](#) when responding to this request for medical information. "Genetic information" as defined by GINA, includes an individual's [family medical history](#), the results of an individual's or [family member](#)'s genetic tests, the fact that an individual or an individual's [family member](#) sought or received [genetic services](#), and [genetic information](#) of a fetus carried by an individual or an individual's [family member](#) or an embryo lawfully held by an individual or [family member](#) receiving assistive reproductive services. (29 C.F.R. 1635.8(b)(1)(i)(B))