



# Institute for Professional Development

The Rosa J. Kolker Professional Development Series

## Shifting the Perception of a Second Chance Program: Ethical Considerations for Workplace Drug and Alcohol Testing Policies, Contingency Management, and Monitoring Services

**Presented by:**

**Nicole Hanratty, CEAP, SAP, SAE**

According to SAMHSA, substance use among adults has steadily increased since the pandemic started. Employees in “safety sensitive positions,” responsible for the safety of other, are not immune to this public health concern.

This workshop will help human service and treatment providers, employee assistance professionals, and employers understand the scope of the issue, employer responsibilities, and the return to duty process for safety-sensitive employees who violated a drug or alcohol workplace policies.

[Register HERE](#)

*General Public: \$50.00*

*Jewish Day School Educators / JCS Retirees: \$40.00*

*NJHSA members: \$40.00*

*JCS Staff, Board & Advisory Council Members,  
Staff of Associated Agencies: FREE*

**June 14, 2023**

**12:00 – 2:00 pm (EDT)**

via Zoom Video Conferencing

**2.0 Category I Ethics CEUs**

*As a result of this training,  
participants will:*

- Become knowledgeable on definitions for contingency management.
- Be familiar with the Department of Transportation’s (DOT) second chance policy and non-DOT last chance policies.
- Understand the benefits and ethical considerations of a second chance policy.

Jewish Community Services is approved by the Maryland Board of Social Work Examiners to sponsor Continuing Education for social workers (psychologists and licensed professional counselors).

Jewish Community Services maintains responsibility for this program and its content.

Funding for this series is made possible by a grant from **The Kolker-Saxon-Hallock Family Foundation**.

