CODE OF ETHICS AGREEMENT
CONSORTIA/THIRD-PARTY ADMINISTRATORS (C/TPA)

Please initial each ethics statement to signify agreement and compliance forthwith:

_____ Ensure that all employees behave in a professional manner in communications with employers, drug free workplace service agents, regulatory officials, and industry associations.

_____ Adopt a drug free workplace policy prohibiting controlled substances and alcohol abuse/misuse and support the policy through a comprehensive employee drug and alcohol testing program.

_____ Maintain the highest standards of practice and perform all professional functions with honesty and integrity. Refrain from engaging in any practice where there is price gouging or where pricing is "set or fixed" by one or more C/TPAs meant to remove competitive pricing practices.

_____ Handle and transmit test results in an accurate, precise, confidential, and secure manner and strive for objectivity in dealing with all aspects of DFWP testing programs. For workplace drug testing, the testing process should include lab confirmation testing when applicable along with review and verification by a Medical Review Officer (MRO).

_____ Advocate for drug and alcohol testing policies and practices as a means to protect employee, workplace, and community safety.

_____ Maintain professional practice standards and appropriate application of federal, state, or local regulations, statutes, or directives in providing drug and alcohol testing services to employers.

_____ Demonstrate a commitment to the development and maintenance of professional competence and knowledge through comprehensive written standard operating procedures, staff training and evaluation, and participation in drug and alcohol industry associations.

_____ Respect all DFWP program participants and their rights. Respect all stakeholders in DFWP administration, including other Third-Party Administrators and refrain from unethical business and marketing practices. Protect confidential information and ensure it is handled in accordance with existing laws, regulations, and contractual requirements.