



CODE OF ETHICS AGREEMENT

DRUG AND ALCOHOL TESTING INDUSTRY CONSULTANT

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

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

_____ 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 Consultants meant to remove competitive pricing practices.

_____ Objectively deal with all aspects of Drug Free Workplace (DFWP) testing programs. For workplace drug testing, recommend the testing process include lab confirmation testing when applicable along with review and verification by a Medical Review Officer (MRO).

_____ Maintain professional practice standards and appropriate application of federal, state, or local regulations, statutes, case law or directives in providing drug and alcohol testing consulting services to employers, attorneys, DFWP service agents, and industry associations.

_____ Demonstrate a commitment to the development and maintenance of professional competence and knowledge and participation in drug and alcohol industry associations.

_____ Respect all DFWP program participants and their rights. Respect all stakeholders in DFWP administration, including other Consultants and industry service agents 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.

Consultant's Ethics Statement: Workplace drug testing affects the livelihood of job applicants and employees; thus, ethical conduct and confidentiality are critical functions of the Consultant's operation. If the Consultant is unsure of how to advise a client in a particular situation, the Consultant must be willing to seek the counsel of others with expertise in that area. The Consultant and/or staff must know the difference between right and wrong. A Consultant's mantra is to take

responsibility for mistakes or errors, find the root cause, resolve the issue, and take steps to ensure the issue does not continue to occur. Respect for team members, customers, vendors, and competitors is a core value for integrity in the drug and alcohol testing industry. The Accredited Consultant shall abide by this current published NDASA Consultant code of ethics.

I agree to perform all practices and provide all services in accordance with the above ethic's statement:

Printed Name

Signature