SUPERVISOR'S OBSERVATION FORM
Pasco’s Reasonable Suspicion Drug Testing Program

Section 1
Employee Name ________________________________
Employee Job Title ________________________________ School/Worksite ________________
Date of Observation ________________________________ Time __________ am / pm
Location ________________________________

Section 2
Observations: Check ALL that apply:

BEHAVIOR
☐ stumbled
☐ drowsy, sleepy, lethargic
☐ agitated, anxious, restless
☐ hostile, withdrawn
☐ unresponsive, distracted
☐ clumsy, uncoordinated
☐ tremors, shakes
☐ flu-like illness complaints
☐ hyperactive, fidgety
☐ inappropriate, uninhibited behavior
☐ frequent use of mints, mouthwash, breath sprays, eye drops

APPEARANCE
☐ flushed complexion
☐ sweating
☐ cold, clammy, sweats
☐ bloodshot eyes
☐ tearing, watery eyes
☐ dilated (large) pupils
☐ constricted (pinpoint) pupils
☐ unfocused, blank stare
☐ disheveled clothing
☐ unkempt grooming

SPEECH
☐ slurred, thick
☐ incoherent
☐ exaggerated enunciation
☐ loud, boisterous
☐ rapid, pressured
☐ excessively talkative
☐ nonsensical, silly
☐ cursing, inappropriate speech

BODY ODOR
☐ alcohol
☐ marijuana

Other observations ________________________________

Section 3
The observations documented above were made of the employee identified in Section 1.

Supervisor’s Name (printed or typed) ________________________________ Signature ________________________________ Date __________

Additional Witness:

Witness Name (Printed or typed) ________________________________ Signature ________________________________ Date __________

Section 4
Test Determination:
☐ Reasonable Suspicion Alcohol Breath Test
☐ Reasonable Suspicion Drug Urine Test
☐ No Test Required
☐ Employee Refused Test
☐ No Test Conducted
☐ 8 hours elapsed
☐ No collection available
☐ Employee transported for medical care
☐ Other (explain) ________________________________

Section 5
Employee transported to collection site by ________________________________
Time transported __________ am / pm Collection Site ________________________________

District School Board of Pasco County
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