**Reasonable Suspicion Training for Supervisors:   
Observing Reasonable Suspicion**

**Handout**

**Overview of topic**

There are specific questions to ask yourself when determining reasonable suspicion. If you can answer “yes” to any of the questions below about a driver, you may want to watch that individual more closely to potentially catch a problem before it can turn into a tragedy for   
everyone involved.

| **Changes in Behavior** | **Yes** | **No** |
| --- | --- | --- |
| Have you noticed a sudden or unusual change in the driver’s behavior that doesn’t make sense to you? |  |  |
| Does the driver suddenly appear unkempt or disorganized when you have known this person to take pride in his or her appearance and work ethic in the past? |  |  |
| Does the driver appear unusually nervous, agitated, or stressed? |  |  |
| Does the driver appear calm and unnerved to the point of apathetic (e.g., doesn’t seem to care about anything)? |  |  |
| Is the driver’s work performance below average or  consistently slipping? |  |  |
| Does the driver seem fatigued or unusually tired? |  |  |
| Does the driver have difficulty in concentrating on what you say or understanding simple directions? |  |  |
| Has the driver mentioned a change in eating habits or appetite or undergone a dramatic shift in weight (gain/loss)? |  |  |
| Are any items of value missing from your company? |  |  |
| Has the driver been caught in a lie or made statements that are inconsistent with what you know about that person? |  |  |
| Do you have reason to believe the driver is experiencing financial difficulties that could be the result of addiction to drugs? |  |  |