

Preparing for Your DOT SAP Evaluation

What to bring, what to expect, and how to feel ready

What a SAP evaluation is

A Substance Abuse Professional (SAP) evaluation is the required first step in the DOT Return-to-Duty process under 49 CFR Part 40. It's a clinical interview — not a test you can pass or fail. Your SAP's role is to recommend the education or treatment that will help you return to safety-sensitive work.

Documents to gather

- Government-issued photo ID.
- Employer or C/TPA referral letter, if you have one.
- Copy of the failed test result (MRO letter) if available.
- List of any current medications and prescribers.
- Prior substance-use treatment records, if applicable.

Before your appointment

- Confirm the appointment time and format (in-person or telehealth).
- For telehealth, test your camera, microphone, and internet in the space you'll use.
- Choose a private location where you won't be overheard or interrupted.
- Plan for 90 minutes and avoid scheduling anything immediately after.
- Get a full night's sleep and eat beforehand.

What we'll discuss

- The circumstances around the violation.
- Your substance use history — honestly and without judgment.
- Physical and mental health history.
- Family, work, and social supports.
- Prior treatment, if any.

After the evaluation

- You'll receive a written recommendation for education or treatment.
- You must complete the recommendation before a follow-up evaluation.
- The follow-up evaluation determines your readiness for a Return-to-Duty test.

- Follow-up testing continues for 12–60 months after your return.

Tips for a smooth process

- Honesty makes the process shorter, not longer.
- Keep every document and receipt in one folder.
- Stay in touch with your SAP between steps — questions are welcome.

Bailey's Assessment & Evaluation Services · 919-583-7910 · info@baileyscounselingservice.com

Educational content only — not a substitute for professional evaluation or treatment. If you are in crisis, call or text 988.