

<b>General Course Details</b>	
<b>Course Title</b>	Reasonable Suspicion Training & Workplace Impairment
<b>Course Duration</b>	1 hr.
<b>Initial Launch Date</b>	6/12/26
<b>Course Description</b>	Reasonable Suspicion Training and Workplace Impairment provides supervisors, managers, and workplace leaders with practical guidance for recognizing and responding to potential employee impairment. Participants learn about current drug trends, the impact of substance use in the workplace, common indicators of impairment, and methods for documenting observations. The course also examines workplace safety considerations and the role of reasonable suspicion in maintaining a safe and productive work environment.
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. Understand the involvement of drugs in the workplace and society and drug testing.</li> <li>2. Identify drug impaired individuals to ensure a safe working environment.</li> <li>3. Overview of drug categories and physical effects.</li> <li>4. Properly interpret and document your observations.</li> </ol>
<b>Lessons</b>	3
<b>Quizzes</b>	0
<b>Format</b>	Courses on DrugImpairment.com are offered in an asynchronous e-learning format. Each course consists of individual lessons and each lesson contains video-based instruction or a written learning assignment. Lessons are equipped with timers and activity monitoring for completion integrity. Certificates are granted upon completion of all lessons in a course and achieving satisfactory performance on any associated quizzes. Course learning hours are determined by run-time, with a minimum of 50 minutes required per credit hour.

<b>Instructor Information</b>	
<b>Instructor Name</b>	Adam Carson

<p><b>Instructor Biography</b></p>	<p>Adam Carson retired from law enforcement as a Sergeant with the Lake in the Hills Police Department in January 2026, after over 23 years of service. He was a Drug Recognition Expert (DRE) and Instructor and was one of only three DREs in McHenry County. The intense DRE program has increased Adam’s ability to determine whether a person is impaired, or experiencing a medical condition, as well as assess the person’s ability to operate a motor vehicle safely. He has instructed and presented to officers and citizens throughout Illinois.</p> <p>Adam attended St. Ambrose University in Davenport, Iowa, earning a Bachelor of Arts degree with a double major in Criminal Justice and Sociology. He has been actively involved in community safety presentations for teens, women, and seniors. Since 2016, Adam has represented the Lake in the Hills Police Department at the McHenry County Substance Abuse (Awareness) Coalition. He has first-hand experience working with individuals facing substance use, abuse, and mental health challenges, and has remained committed to ensuring services are available to residents of McHenry County.</p> <p>Adam remains actively involved in the community, continuing to deliver educational presentations focused on impairment recognition and public safety awareness, to schools and businesses.</p>
<p><b>ABFT Certified</b></p> <p><b>POST Instructor</b></p> <p><b>DRE</b></p> <p><b>DRE Instructor</b></p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/> Not Applicable <input type="checkbox"/></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Not Applicable <input type="checkbox"/></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Not Applicable <input type="checkbox"/></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> Not Applicable <input type="checkbox"/></p>