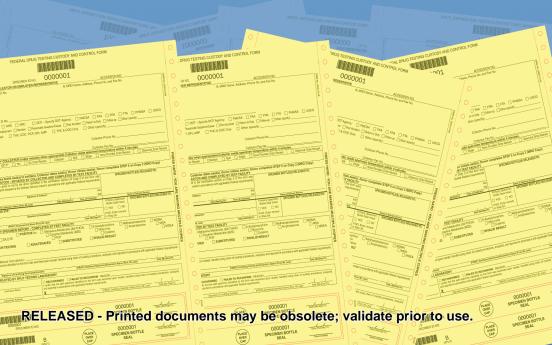National Aeronautics and Space Administration

NASA's Drug-Free Workplace Program

Random Selection Process

November 2015

Understanding Random Drug Testing At NASA

Why Must We Test For Illegal Drug Use?

Random drug testing for illegal drug use by NASA employees in Testing Designated Positions (TDPs) is mandated by Executive Order 12564 and NPR 3792.1, NASA's Plan for a Drug Free Workplace. Random drug testing is the best available tool for deterring illegal drug use in the workplace – thus preventing usage, injuries, and accidents.

Who Is Tested?

All NASA employees in TDPs are subject to random testing. TDPs are determined by Supervisors and the Center's Human Resources Office (HRO) based on criteria identified in NPR 3792.1.

What Is Random Selection?

- An unbiased method using computer algorithms to generate a list of employees to be tested.
- A process that creates uncertainty — since repeat selections are possible, employees never know when they will be tested.

Is It Truly Random?

Yes, every TDP has an equal chance of selection each time a test is conducted.
- Previous testing does not influence the next random selection.
- Selection of a previously tested employee is just as probable as anyone else in a TDP for the next test.
- Some employees may be selected repeatedly while others may never be selected.
- The probability of selection increased in 2006 when the Agency raised the minimum testing requirements to 25% of the TDP population.

How Can We Be Certain It Is Truly Random?

- To ensure random selection, the NASA Shared Services Center (NSSC) uses a drug testing software.
- The software program does not consider an employee's selection history before randomly selecting the employee.
- The algorithms used by the program's random selection generator have been externally certified.

For additional information, please contact the
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