

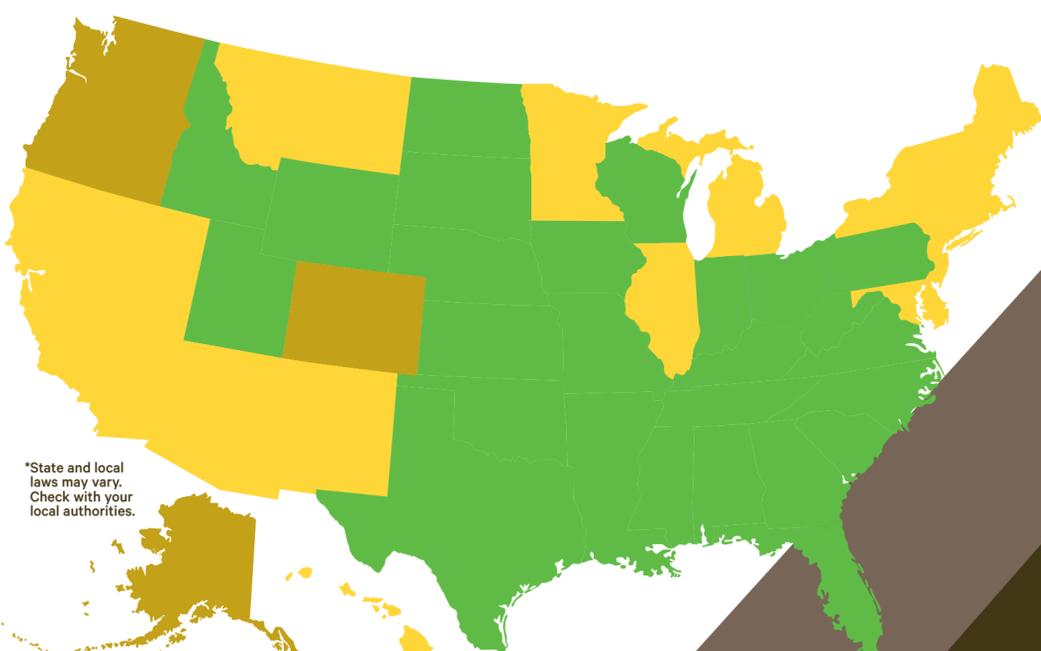
# The Effects of Marijuana Legalization IN THE U.S. WORKPLACE

According to the U.S. government, marijuana is a Schedule 1 drug, defined as:

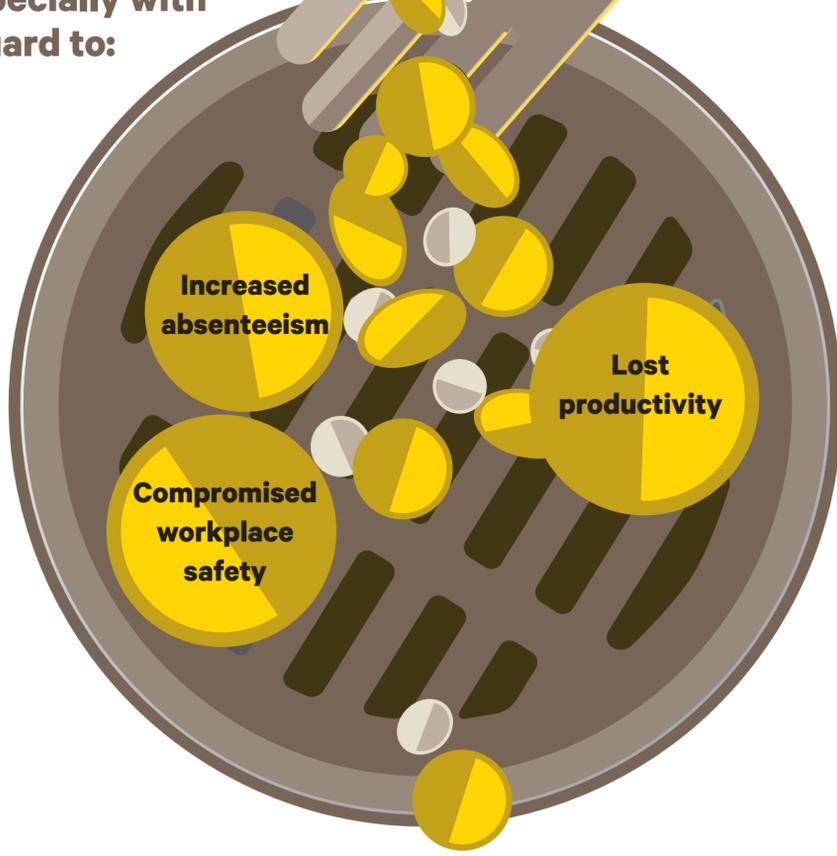


## Despite this, as of March 2016:

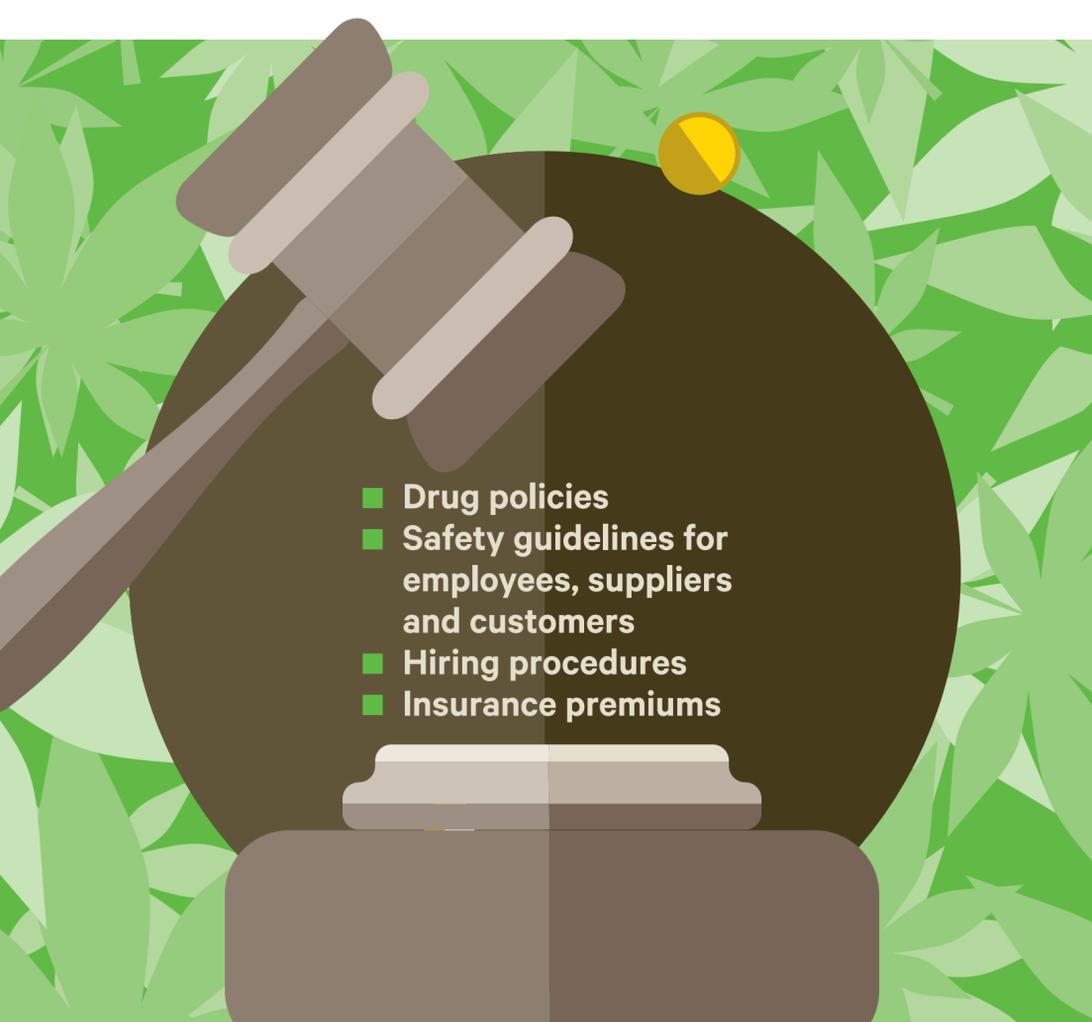
4 states legalized recreational and medical use of marijuana  
23 states legalized medical use



Drug abuse costs employers **\$81 billion** annually. So, whether marijuana is legal in your state or not, the drug affects employers—especially with regard to:



## If marijuana IS legal in your state, it could affect your company's:



Do not suffer the consequences of your employees' decisions—

## FOLLOW THESE 8 TIPS TO INFORM YOUR DRUG POLICIES:



**1** Make offers for employment conditional on successfully passing a drug test

**2** Develop a specific policy for medical and recreational marijuana users

**3** Ensure that your state allows “for cause” testing of an employee

**4** Adhere to your state’s off-duty conduct laws

**5** If needed, implement random drug tests

**6** Do not give too much advance notice for pending drug tests

**7** Ensure you’re compliant with the Drug-Free Workplace Act of 1988

**8** Stay up-to-date on relevant workplace and marijuana-related cases



For more information, read the *Workplace Impacts of Marijuana Legalization* whitepaper in the Assurex Global Library.

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