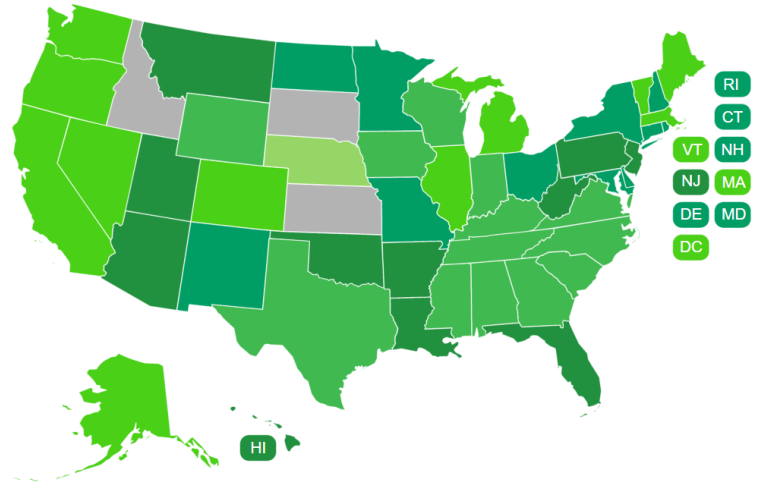




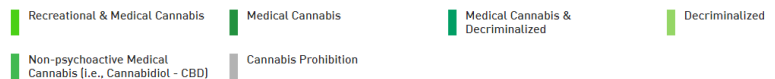
Drug-Impaired Driving Toolkit for Employers

Drug-Impaired Driving Laws in the US: Cannabis Employment Laws

- Most states do not require any special workplace accommodations for medical Cannabis/Marijuana patients and leave policies relating to cannabis use and subsequent disciplinary actions up to individual employers.
- Currently, states are considering how to amend state policies to help employers adapt to changing cannabis laws.
- Some states are working to reduce employment barriers for individuals with previous low-level Cannabis/Marijuana convictions
- Non-federal employers are prohibited from taking into consideration the use of medical cannabis or positive drug test results when making hiring and firing decisions if the employee's use is restricted to outside of the workplace and the job would not result in serious harm to others.



STATE LAW: CANNABIS LAWS (2020)



Source: Foundation for Advancing Alcohol Responsibility www.responsibility.org

- According to the National Institute on Drug Abuse, Cannabis/Marijuana smoke contains as much tar and 50% to 70% more carcinogens than tobacco smoke.
- Although Cannabis/Marijuana users usually smoke less often, they tend to inhale more deeply and longer than tobacco smokers do, increasing their lungs' exposure to carcinogenic smoke.
- Several studies have suggested Cannabis/Marijuana smoke may cause lung cancer.
- According to the American Lung Association, frequent Cannabis/Marijuana users, including those who do not smoke cigarettes, have more health problems and miss more days of work than nonsmokers.