



Connecticut - State Specific Information

Information provided is current as of February 1, 2024, and companies are encouraged to consult with legal counsel on these types of complex matters.

Cannabis Legalization History

Medical Use	Legalized – 2012 (HB 5389)
Recreational Use	Legalized – 2021 (S.B. 1201)
Possession/Personal Use Specifics	<p>Possession of up to 1.5 ounces of Marijuana is legal for adults aged 21 and over, however over 1.5 ounces in public is not.</p> <p>Legalized recreational marijuana for adults 21+ on July 1, 2021. While you can now legally possess up to 1.5 ounces of flower or equivalent concentrates within your private residence, and even store up to 5 ounces at home, remember, public use is strictly off-limits.</p>

State Regulatory Agency Information

State Regulatory Agency	Connecticut's Department of Consumer Protection
State Forms (If Applicable)	Non-Specified

State Testing Policy

General Information	An employer may not require an employee to undergo a drug test unless the employer has a reasonable suspicion that the employee is under the influence of drugs or alcohol and that it has or could adversely affect the employee's job performance
Safety Sensitive Positions	Most of the jobs involve working with explosives or dangerous materials, transportation (especially driving), cable television installation, heavy highway construction work, emergency medical duties, security, or firefighting.
Privacy Laws	Connecticut law generally prohibits private-sector employers from requiring employees to undergo random drug tests unless the state labor commissioner has designated their occupations as high-risk or safety-sensitive.

Recommended Procedures

Does the state have recommended procedures? [Connecticut does not mandate a standard drug-free workplace program](#), but it heavily encourages employers to implement their own policies. By encouraging customized policies, the state empowers individual organizations to tailor solutions that best suit their needs and circumstances, while upholding the shared aim of a healthy and efficient work environment

State Employee Procedures and Policies [State employees](#) shall not unlawfully use, possess, distribute, dispense or manufacture controlled substances or be under the influence of a controlled substance while on the job or in the workplace. Any employee violating this policy will be subject to discipline, up to and including termination.

Protections for Use Outside Workplace/ Work Hours

Is Connecticut a “Right to Weed State”? In [Connecticut, an employer is prohibited](#) from making any adverse personnel decision based on a positive drug test unless he uses a reliable testing procedure and the positive result is confirmed by a second test..

More Detailed Information [DRUG TESTING IN THE WORKPLACE AND IN PUBLIC SCHOOLS](#)

State Requirements for Drug & Alcohol Testing Program

Testing policy requirements: [211 of Connecticut](#)

Main Requirement: Employers may put drug testing programs into place due to federal regulations or because of business or legal requirements. Drug testing can also be done through a voluntary drug-free workplace program instituted to reduce incidents of substance abuse among an organization's employees.