



## Iowa - State Specific Information

Information provided is current as of August 14, 2024, and companies are encouraged to consult with legal counsel on these types of complex matters.

### Cannabis Legalization History

Medical Use	Legalized - 2014 ( <a href="#">HB 524</a> )
Recreational Use	Not legal
Possession/Personal Use Specifics	Iowa limits medical cannabis purchases to 4.5 grams of THC every 90 days, but patients with terminal illnesses or specific medical needs can request a waiver to increase this limit.
Even with a valid medical cannabis card, consuming cannabis in public places is prohibited.	

### State Regulatory Agency Information

State Regulatory Agency	<a href="#">Iowa Health &amp; Human Services - Medical Cannabis</a>
State Forms (If Applicable)	None Specified

### State Testing Policy

General Information	<p>Employers can conduct drug tests pre-employment, randomly (for safety-sensitive jobs), with reasonable suspicion, and post-accident. They must have a written policy detailing the procedures and consequences, which must be communicated to employees, and obtain written consent before testing.</p> <p>*Remember, establishing robust documentation is a key risk mitigant for employers in states like the Iowa.</p>
Safety Sensitive Positions	Safety-sensitive positions for drug testing are typically those where impairment could directly affect the safety and well-being of others and could pose significant risks to the safety of the individual, coworkers, or the public.
Privacy Laws	Test results must be kept confidential, employees can access and contest their results, and tests must be conducted by certified labs with the option for retesting if needed.