



• North Dakota

## North Dakota - State Specific Information

Information provided is current as of August 15, 2024, and companies are encouraged to consult with legal counsel on these types of complex matters.

### Cannabis Legalization History

Medical Use	2016 - ( <a href="#">Measure 5</a> )
Recreational Use	Not legal
Possession/Personal Use Specifics	Registered medical cannabis patients can possess up to 3 ounces of usable cannabis, which must be obtained from state-licensed dispensaries; Medical cannabis can be in various forms, including dried flower; home cultivation is not permitted.
Home cultivation and public consumption is illegal in North Dakota for anyone, even medical cannabis patients.	

### State Regulatory Agency Information

State Regulatory Agency	<a href="#">North Dakota Medical Marijuana Program</a>
State Forms (If Applicable)	None Specified

### State Testing Policy

General Information	<p>Employers can implement drug testing policies for pre-employment, random, reasonable suspicion, and post-accident situations, and it is advisable to have a written policy detailing these procedures. Employers are not required to accommodate medical cannabis use in the workplace, and employees who test positive can face disciplinary actions.</p> <p>*Remember, establishing robust documentation is a key risk mitigant for employers in states like the Louisiana</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, employers should have a written policy and obtain employee consent before testing, and employees generally have the right to access and contest their results.