



## Oklahoma - 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	2018 - ( <a href="#">State Question 788</a> )
Recreational Use	Not legal
Possession/Personal Use Specifics	Oklahoma medical marijuana patients can possess up to 3 ounces on their person, 8 ounces at home, 1 ounce of concentrates, 72 ounces of edibles, and cultivate up to six plants each.
Public consumption of medical cannabis is prohibited in Oklahoma. Just like with alcohol or tobacco, it is illegal to consume marijuana in public places.	

### State Regulatory Agency Information

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

### State Testing Policy

General Information	<p>Oklahoma law generally prohibits discrimination against medical marijuana patients or those with positive marijuana drug tests, requiring employers to justify termination or refusal to hire based on specific, documented evidence of impairment affecting job performance or safety, with exceptions for safety-sensitive positions.</p> <p>*Remember, establishing robust documentation is a key risk mitigant for employers in states like the Oklahoma.</p>
Safety Sensitive Positions	Oklahoma considers any job that could potentially jeopardize employee or public safety as safety-sensitive, allowing employers to implement drug testing for these positions.
Privacy Laws	Oklahoma law mandates confidentiality of drug test results, requiring employers to handle them discreetly and conduct testing processes with respect for employee privacy.