



South Carolina - State Specific Information

Information provided is current as of August 16, 2024, and companies are encouraged to consult with legal counsel on these types of complex matters.

Cannabis Legalization History

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| Medical Use | *2021 - (Compassionate Care Act) |
| Recreational Use | Not legal |
| Possession/Personal Use Specifics | South Carolina currently allows medical cannabis for specific conditions, CBD with 0.3% THC, and regulated possession, but laws are under review. |
| *Given the rapid evolution of South Carolina's medical marijuana laws, which are currently under review by the state government, employers are strongly advised to seek legal counsel to ensure compliance with evolving regulations and potential workplace implications. | |

State Regulatory Agency Information

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| State Regulatory Agency | The South Carolina Department of Agriculture (SCDA) |
| State Forms (If Applicable) | None Specified |

State Testing Policy

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| General Information | South Carolina law allows employers to implement drug testing programs without specific restrictions. This includes pre-employment, random, post-accident, and reasonable suspicion testing. Employers can determine which substances to test for and the consequences of positive results. *Remember, establishing robust documentation is a key risk mitigant for employers in states like South Carolina. |
| Safety Sensitive Positions | Employers typically define safety-sensitive positions as those where impairment could endanger employees or others, such as operating machinery or driving. |
| Privacy Laws | Limited privacy protections for employees regarding drug testing. While employers must generally handle test results confidentially, there are no specific state laws dictating the manner in which drug tests must be conducted or how results can be used. |