



## Texas - 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

Medical Use	*2015 - ( <a href="#">Compassionate-Use Act</a> )
Recreational Use	Not legal
Possession/Personal Use Specifics	Texas has a limited medical marijuana program allowing low-THC cannabis oil for specific medical conditions, with restrictions on consumption methods and qualifying patients.
Given the rapid evolution of Texas'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

State Regulatory Agency	<a href="#">Texas Compassionate Access</a>
State Forms (If Applicable)	None Specified

### State Testing Policy

General Information	<p><u>Texas</u> has very few restrictions on employer drug testing. This means employers have broad discretion to implement drug testing programs, including pre-employment, random, post-accident, and reasonable suspicion testing.</p> <p>*Remember, establishing robust documentation is a key risk mitigant for employers in states like Texas.</p>
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	While it is generally considered good practice to maintain confidentiality of drug test results, there are no specific state laws mandating this.