

Medical Marijuana – Grudging Accommodation Policy



Introduction: How to Use This Tool

Human rights laws require you to make accommodations for employees who use medical marijuana to treat their disabilities. So, if you haven't already done so, you need to modify your zero tolerance drug policy to provide some flexibility for the lawful use of medical marijuana. One approach is to provide only as much leeway as the duty to accommodate requires. Here's model language you can adapt to implement that approach.