

Medical Marijuana – Robust 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 regard employees who use medical marijuana not as addicts who are evading the rules but as patients deserving of sympathy and compassion. Here's model language carving out a robust and liberal exemption from your zero tolerance policy that you can adapt to implement that approach.