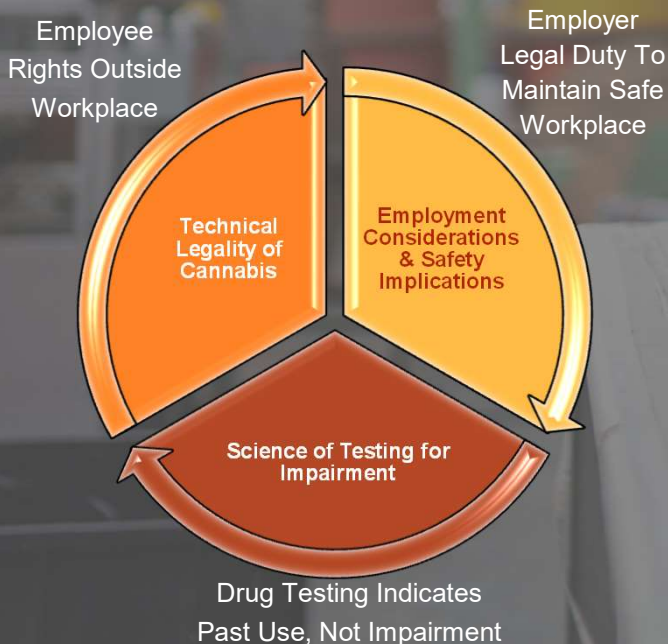


1

Cannabis Legalization Changed Liability for Employers



3 Way Mismatch



2

Drug Testing Gets Even More Complicated for Employers

- Can I ask if they have a medical cannabis card? Would that be a HIPAA or ADA violation?
- If we drug test the subject and it's negative, could I personally get sued for discrimination?

UNIVERSALLY RECOMMENDED PROTOCOLS

- ✓ Supervisor Training on how to identify impairment
- ✓ Objective assessments of subject employees
- ✓ Documentation of Reasonable Suspicion

THIS IS WRITTEN INTO THE
LAWS OF SEVERAL STATES

3

Compliance is a **WHEN** not an **IF**

How quickly and
inexpensively can
you address this?

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