

## Course Objectives & Outline

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### CBD & Your Workforce

With more states electing to legalize or decriminalize marijuana, employers are left with more questions than answers. Most states have provided little guidance to employers on how the legalization of marijuana impacts their Drug-Free Workplace policies and applicable case law is limited. The explosion of CBD shops has further compounded the issue. Employers are left wondering what they can and can't do if an employee tests positive for marijuana.

This course covers current state laws regarding the legalization of marijuana and CBD, changes to drug testing regulations, and the impact marijuana use can have on your organization. Participants are provided with research backed data on the safety risks marijuana use presents, available case law that provides insight on how courts are applying the legalization of marijuana to employment litigation, and how to ensure that their organization's Drug-Free Workplace policy and procedures minimize legal liability.

#### Course Objective:

Following the completion of this course, participants will be able to:

- Understand current CBD and marijuana laws by state.
- Identify the side effects of CBD and marijuana and understand the potential impact on the workplace.
- Understand why employers drug test and evaluate their organization's drug testing policy.
- Align their organization's Drug-Free Workplace policy with state laws and understand the impact of multi-state employment.
- Know what to do when a candidate or employee tests positive for marijuana.

#### Course Outline:

- Current data on marijuana laws by state
  - Marijuana use statistics nationwide
  - Side effects of CBD and marijuana
- The rise of CBD and the Farm Bill myth
- Current state laws on drug testing restrictions
- Why employers drug test and is it justified
- Drug testing upon reasonable suspicion and post-accident
- How to align a Drug-Free Workplace policy with state regulations

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The course follows an interactive format that caters to various learning styles. In addition, behavioral-based application and action planning is a part of every course Horizon Point facilitates.



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