



Arizona - State Specific Information

Information provided is current as of December 21, 2025, and companies are encouraged to consult with legal counsel on these types of complex matters.

Cannabis Legalization History

Medical Use	Legalized – 2010 (Proposition 203)
Recreational Use	Legalized – 2020 (Proposition 207)
Possession/Personal Use Specifics	Residents may possess up to one ounce for either medical or recreational use, or 5 grams or less of marijuana concentrate. Residents may grow up to six cannabis plants for non-commercial purposes per adult, or 12 plants per household. Medical marijuana law protects employees from being fired or penalized solely for their status as cardholders or for testing positive for THC. Does not cover on-duty use, possession, or impairment. Employers can legally take action if they have a "good-faith belief" that an employee is impaired or if the employment action is necessary to maintain federal funding or licensing.

State Regulatory Agency Information

State Regulatory Agency	Arizona Department of Health Services
State Forms (If Applicable)	None Required

State Testing Policy

General Information	Employers must have a clear written drug testing policy that outlines testing requirements, including reasonable suspicion criteria, which can be based on observed conduct or reported information. Remember, establishing robust documentation is a key risk mitigant for employers in states like Arizona.
Safety Sensitive Positions	Arizona defines a safety-sensitive position as any job designated by an employer or one where duties could affect the safety of others, including operating equipment, repairing machinery, or handling food. Arizona gives employers the right to exclude Medical Marijuana users from this role in their written policy.
Privacy Laws	Employers might violate employee privacy in the way it conducts the test. For example, requiring employees to

disrobe or provide a urine sample in front of others could be a privacy violation.

Recommended Procedures

Does the state have recommended procedures?

It is always recommended to have standardized documentation and training procedures and regular employee evaluations to set clear performance expectations

[Arizona recommends a nuanced approach to drug testing](#) that balances workplace safety with employee rights. Employers should clearly define and document the inherent safety-sensitivity of each position, establish objective indicators of potential drug use, and document any observed instances.

Adhere to the established drug testing policy throughout the process. Refrain from solely relying on positive test results; conduct additional assessments and seek legal guidance when uncertainties arise.

State Employee Procedures and Policies

[Employees shall not consume alcohol, drugs, or other intoxicants](#) while performing job functions or while on-call or stand-by to perform job functions.

Protections for Use Outside Workplace/ Work Hours

Is Arizona a “Right to Weed State”?

employers may not discriminate in hiring, termination, terms of employment, or in any other way penalize an individual based on his or her status as a registered person, unless doing so would cause an employer to lose a monetary or licensing benefit under federal law. [Arizona Medical Marijuana Act \(AMMA\)](#).

More Detailed Information

[Arizona Department of Health](#)

State Requirements for Drug & Alcohol Testing Program

Testing policy requirements: [AZ 23-493.04](#)

Main Requirement:

Testing details must be outlined in a written testing policy.