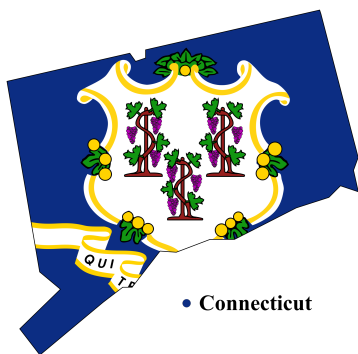




Connecticut - State Specific Information

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 – 2012 (Public Act No. 12-55)
Recreational Use	Legalized – 2021 (Public Act 21-1)
Possession/Personal Use Specifics	21 and older can possess up to 1.5 ounces of cannabis on their person and up to 5 ounces in their private residence or in a locked container within their vehicle. Public consumption of cannabis is prohibited and restricted to private residences or licensed consumption areas, while adults 21 and older can cultivate up to 3 mature and 3 immature plants.

State Regulatory Agency Information

State Regulatory Agency	Connecticut's Department of Consumer Protection
State Forms (If Applicable)	Non-Specified

State Testing Policy

General Information	Connecticut allows drug testing but restricts random tests for non-safety-sensitive roles. Pre-employment testing requires a conditional offer and written notice, while current employees generally can only be tested under "reasonable suspicion" of on-duty impairment. Most employers cannot penalize workers for a positive THC result unless they have a pre-distributed, written policy or are following federal mandates.
Safety Sensitive Positions	Most of the jobs involve working with explosives or dangerous materials, transportation (especially driving), cable television installation, heavy highway construction work, emergency medical duties, security, or firefighting.
Privacy Laws	Requires that employers handle drug test results confidentially and ensure that any testing procedures respect employees' privacy rights. Employers must also provide clear notice to employees about the drug testing policies and maintain the confidentiality of test results, sharing them only with authorized personnel or as required by law.

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.

[Connecticut does not have state-specific guidelines](#) for workplace impairment evaluations related to cannabis use, but employers are advised to develop clear policies and use standardized testing methods alongside observational assessments. Additionally, training for supervisors and consulting legal guidance can help ensure that policies are compliant and effectively address impairment issues.

State Employee Procedures and Policies

[Connecticut's drug policy for state employees](#) mandates a drug-free workplace and allows for drug testing in situations such as pre-employment, reasonable suspicion, and for safety-sensitive positions, including random testing. While medical cannabis use is accommodated under state law, employees must not be impaired while performing job duties, and drug test results are kept confidential.

Protections for Use Outside Workplace/ Work Hours

Is Connecticut a "Right to Weed State"?

Yes, with [exceptions](#). Employers cannot discriminate against medical patients for their status. Recreational off-duty use is also protected unless the employer has a written, distributed policy prohibiting it or the role is "exempt" (safety-sensitive). Regardless, employers may always discipline for on-duty impairment or possession at work.

More Detailed Information

[Connecticut Testing Laws](#)

State Requirements for Drug & Alcohol Testing Program

Testing policy requirements:

[Conn. Gen. Stat. § 31-51t through 31-51aa.](#)

Main Requirement:

Employers must provide written notice of their drug testing policy to all employees and to applicants at the time of a conditional job offer. Employers may still test if they have a "reasonable suspicion" of impairment. This must be based on specific, observable symptoms (speech, behavior, body odor). All positive initial screenings must be confirmed by a second, independent test (typically GC/MS) before any action is taken.