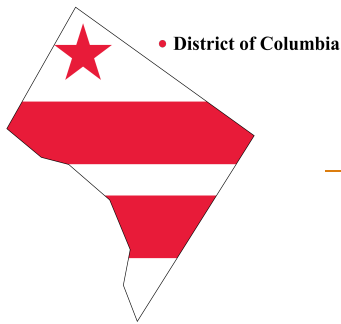




District of Columbia - State Specific Information

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 – 2009 *Revised in 2022 (Medical Cannabis Amendment Act of 2022)
Recreational Use	Legalized – 2014 (Initiative 71)
Possession/Personal Use Specifics	DC now allows Self-Certification. Residents 21+ no longer need a doctor's recommendation; they can simply swear they are using it for medical purposes and receive a digital card immediately. Registered medical patients in DC can now possess up to 8 ounces of cannabis. Marijuana use is restricted to private residences or private property with permission, and consuming marijuana in public spaces, including on sidewalks, parks, or in vehicles, is prohibited.

State Regulatory Agency Information

State Regulatory Agency	Alcohol Beverage and Cannabis Administration
State Forms (If Applicable)	Reasonable Suspicion Observation Form

State Testing Policy

General Information	Employers cannot fire, fail to hire, or penalize an employee solely for a positive THC test or off-duty use. The Office of Human Rights (OHR) prohibits employers from using positive tests as the sole basis for hiring or disciplinary actions. Remember, establishing robust documentation is a key risk mitigant for employers in states like the District of Columbia.
Safety Sensitive Positions	Positions designated as safety sensitive have duties or responsibilities that if performed while under the influence of drugs or alcohol could actual, immediate, and permanent physical injury or loss of life to the employee or others.
Privacy Laws	Must be kept confidential , disclosed only to authorized personnel with a legitimate need to know, and handled according to the employer's written policies, which must be communicated to employees.

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. While D.C. doesn't mandate a formal program, it recommends that workplace policies include clear procedures for testing, including pre-employment, reasonable suspicion, and post-accident testing, as well as confidentiality and employee notification guidelines.
State Employee Procedures and Policies	While public safety agencies likely have stricter internal policies, the Cannabis Employment Protections Amendment Act of 2022 generally protects state employees from termination or disciplinary action based solely on off-duty marijuana use or a positive test result not tied to on-the-job impairment.

Protections for Use Outside Workplace/ Work Hours

Is the District of Columbia a "Right to Weed State"?	Yes. It is one of the most protective jurisdictions in the country. Employees in standard office or service roles are generally protected from consequences for off-duty use, thanks to the Cannabis Employment Protections Amendment Act.
More Detailed Information	MPP - District of Columbia

State Requirements for Drug & Alcohol Testing Program

Testing policy requirements:	District of Columbia Drug Testing Policy
Main Requirement:	In D.C., most employers cannot fire, or discipline employees solely based on a positive marijuana test, thanks to the Cannabis Employment Protections Amendment Act, except for safety-sensitive positions. However, post-incident, reasonable suspicion, and return-to-work testing for any position remain permissible, with additional requirements for non-safety-sensitive roles.