



Iowa - State Specific Information

Information provided is current as of December 22, 2025, and companies are encouraged to consult with legal counsel on these types of complex matters.

Cannabis Legalization History

Medical Use	Legalized - 2014 (HB 524)
Recreational Use	Not legal
Possession/Personal Use Specifics	Registered patients are limited to 4.5 grams of total THC every 90 days unless a "THC Waiver" is signed by their physician. Even with a valid medical cannabis card, consuming cannabis in public places is prohibited.
As of 2026, possessing any amount over your 90-day authorized limit (even if it's medical) removes your legal protection from prosecution. Edibles and flower remain 100% illegal.	

State Regulatory Agency Information

State Regulatory Agency	Iowa Health & Human Services (HHS) - Bureau of Cannabis Regulation
State Forms (If Applicable)	None Specified

State Testing Policy

General Information	Iowa permits pre-employment, random, reasonable suspicion, and post-accident testing. Mandatory Requirement: Employers must provide annual supervisor training (initially 2 hours; annually 1 hour) to maintain a legally compliant testing program. The burden of proof for testing violations is on the employee, and employers may now provide test results electronically with the written consent of the employee. *Remember, establishing robust documentation is a key risk mitigant for employers in states like the Iowa.
Safety Sensitive Positions	Employers may designate positions as "safety-sensitive" in their written policy at their own discretion, provided the role involves a risk of injury, death, or significant damage.
Privacy Laws	Test results are confidential. If an employee tests positive, they have 7 days to request a second confirmatory test at their own expense.