



Oklahoma - State Specific Information

Information provided is current as of December 20, 2025, and companies are encouraged to consult with legal counsel on these types of complex matters.

Cannabis Legalization History

Medical Use	2018 - (State Question 788)
Recreational Use	Not legal
Possession/Personal Use Specifics	Oklahoma medical marijuana patients can possess up to 3 ounces on their person, 8 ounces at home, 1 ounce of concentrates, 72 ounces of edibles, and cultivate up to 6 mature and 6 immature plants. As of January 1, 2026, physicians must complete specialized education and register with the OMMA to legally recommend medical cannabis. Recommendations from unregistered doctors are no longer accepted. Public consumption of medical cannabis is prohibited in Oklahoma. Just like with alcohol or tobacco, it is illegal to consume marijuana in public places.

State Regulatory Agency Information

State Regulatory Agency	Oklahoma Medical Marijuana Authority
State Forms (If Applicable)	None Specified

State Testing Policy

General Information	In Oklahoma, the Unity Act prohibits discriminating against medical cardholders except in safety-sensitive roles where employers may fire or refuse to hire based on a positive THC test. For all other positions, discipline requires documented workplace impairment. Effective January 1, 2026, medical recommendations are valid only when issued by registered physicians, and in November 2026, the OMMA officially transitions to an independent state agency. *Remember, establishing robust documentation is a key risk mitigant for employers in states like Oklahoma.
Safety Sensitive Positions	Oklahoma considers any job that could potentially jeopardize employee or public safety as safety-sensitive, allowing employers to implement drug testing for these positions.
Privacy Laws	Oklahoma law mandates confidentiality of drug test results, requiring employers to handle them discreetly and conduct testing processes with respect for employee privacy.