



• Wyoming

Wyoming - State Specific Information

Information provided is current as of January 7, 2026, and companies are encouraged to consult with legal counsel on these types of complex matters.

Cannabis Legalization History

Medical Use	Not Legal. (Limited " Hemp Extract " law for epilepsy only)
Recreational Use	Not legal
Legal Status	Cannabis remains a controlled substance. Possession of up to 3 ounces is a misdemeanor. Being "under the influence" of a controlled substance is also a separate misdemeanor in Wyoming.
	Wyoming remains a strict prohibition state. While the 2018 Farm Bill briefly created a "gray market" for hemp-derived products, Senate File 32 (2024) successfully closed this loophole. As of 2026, the manufacture, sale, or possession of Delta-8 THC, Delta-10, and other synthetic or psychoactive THC isomers is a criminal misdemeanor, a policy recently upheld by federal appellate court.

State Regulatory Agency Information

State Regulatory Agency	Wisconsin Department of Health
State Forms	None Specified

Employer Drug Testing

General Information	Wyoming is an "employment-at-will" state with no laws protecting employees who use cannabis or intoxicating hemp. Because SF0032 officially classified Delta-8 as a Schedule I controlled substance in Wyoming, employees can no longer claim their positive THC test resulted from a "legal" state-compliant hemp product. Employers are free to maintain zero-tolerance policies without medical or hemp exceptions. *Remember, establishing robust documentation is a key risk mitigant for employers in states like Wisconsin.
Safety Sensitive Positions	Employers are free to define these roles at their discretion. For positions involving machinery, driving, or public safety, zero-tolerance is the standard and is fully supported by state law.
Privacy Laws	Employers must handle test results confidentially and avoid disclosing them to unauthorized individuals. Additionally, the drug testing process itself should be conducted in a manner that respects employee dignity and privacy.