

# How Marijuana Legislation Can Affect Human Resource Policies in the Private Sector

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## EXECUTIVE SUMMARY

*During the past two decades, change has taken place across the country with regard to marijuana legislation. Many states have adopted policies and laws allowing the medicinal use of marijuana. More recently, three states have pushed the envelope and decriminalized marijuana for recreational use. New marijuana legislation raises many questions about policies and procedures of businesses. This paper will explore the options that an employer has now that legislation is changing and provide an opportunity for an employer to examine the areas of his or her business that may be affected by the changing laws.*

**Keywords:** Legalized, Decriminalized, Zero-tolerance policy, Direct threat, Medicinal marijuana exception