



THE MORE YOU KNOW...

In July, recreational marijuana became legal, but it is still *illegal* to be in possession of cannabis or to be high at work. Read on to learn about the policies and procedures in place.

www.aceamsea.org

301-729-8280



ALCOHOL, DRUG, AND TOBACCO FREE WORKPLACE

ACPS Policy GBEC: Consistent with the Federal Drug-Free Workplace Act and other applicable law, Board of Education policy prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance or paraphernalia in the workplace. This policy ensures that the highest standards of personal conduct and behavior are followed by all employees.

Violation of this policy regarding controlled substances in the workplace will result in disciplinary action up to and including termination. Any illegal activity may be referred to law enforcement officials. If an administrator has reasonable suspicion to believe that an employee is in violation of the Drug-Free Workplace Act, the employee may be required to participate in an alcohol or drug test.

1. *But I have a medical cannabis card-doesn't this protect me?*

NO! If you come to work under the influence you are subject to the drug policy and subject to testing, regardless of a medical script for cannabis use.

2. *How long does marijuana stay in your system?*

Marijuana can remain in your system for 30 days or longer in a urine test, and a positive test will lead to discipline up to and including termination.

3. *But marijuana is legal in MD so I'm protected right?*

Marijuana use is *illegal* under federal law, so there is no federal protection for its use-even with a state-issued card documenting a medical reason for using it.

YOU WILL BE SUBJECT TO TESTING IF YOU APPEAR TO BE UNDER THE INFLUENCE WHILE AT WORK

This includes but is not limited to:

- evident odor of alcohol
- needle marks on arms, hands, or other parts of body
- observed use of drugs or alcohol
- uncharacteristic behaviors such as severe mood swings, abnormal agitation or hyperactivity explosiveness, altercations or violence
- irrationality
- unusually boisterous or unusually subdued behavior
- slurred and irrational speech
- stumbling or irregular gait

CALL US: If you have any questions or need more information, reach out to ACEA anytime! We are here for you!

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