
Department of Human Resources and Employee and Labor Relations

Federal Drug-Free Workplace Act's Applicability to Cannabis Use in Schools

To: All Staff

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There have been significant legislative changes at the state level around the use of cannabis in recent years. This year, the Maryland General Assembly enacted legislation that allows individuals 21 and older to purchase cannabis products legally from a licensed dispensary. This law went into effect July 1, 2023. However, it is important to keep in mind that, despite these changes, cannabis continues to be classified as a Schedule I controlled substance under federal law, and its use remains illegal under federal law.

The policies and regulations set forth by the Federal Drug-Free Workplace Act apply directly to the use of cannabis in schools, including childcare facilities located in schools, even if such use might be permitted under State law. All employees, contractors, volunteers, and visitors are required to comply with this law and may not distribute, possess, use, or be under the influence of cannabis while in schools or during working hours, including but not limited to while transporting students or attending school-sponsored activities.

TMC/lb