



**Member Poll Results**

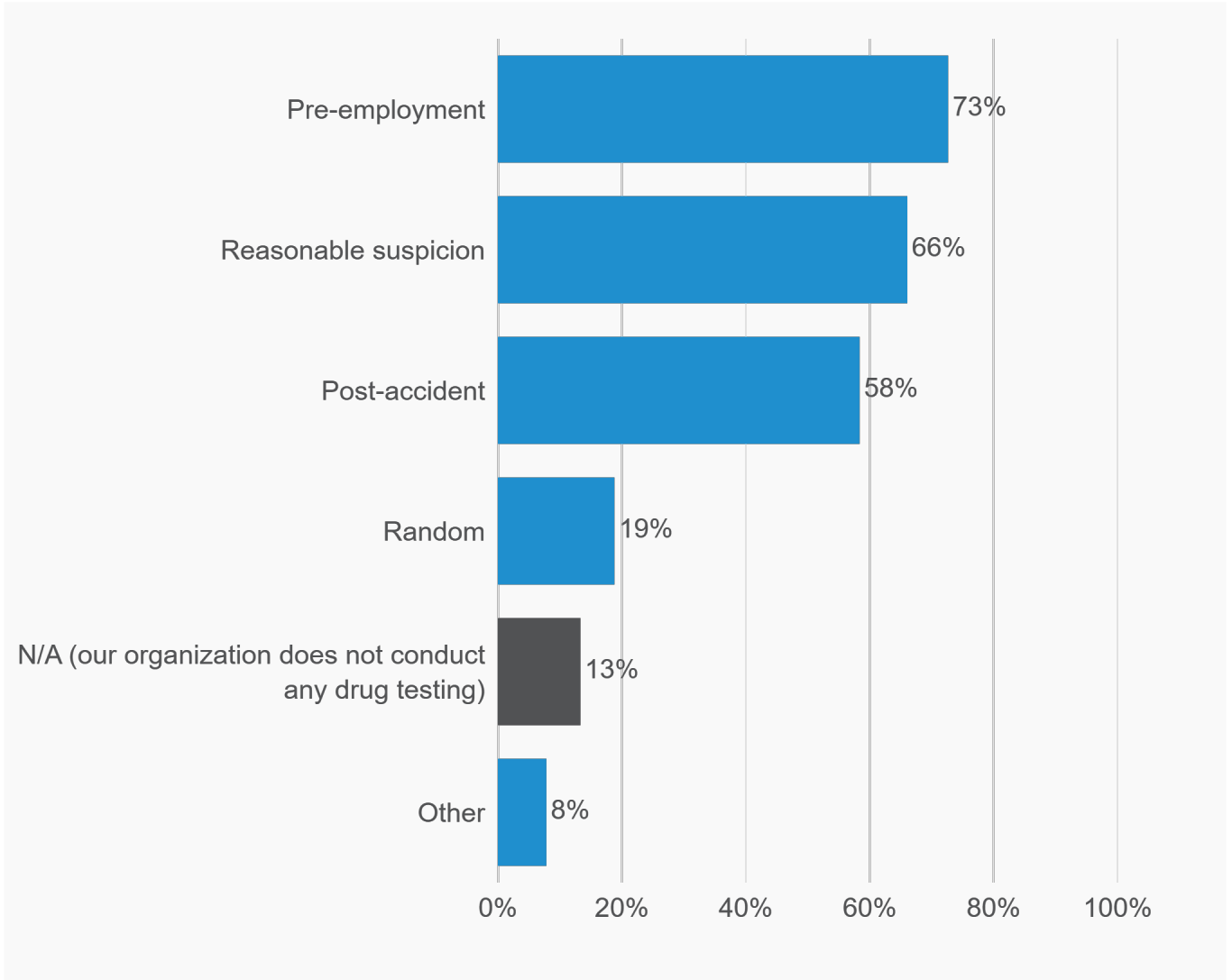
# **Effect of Marijuana Legalization on Workplace Practices**



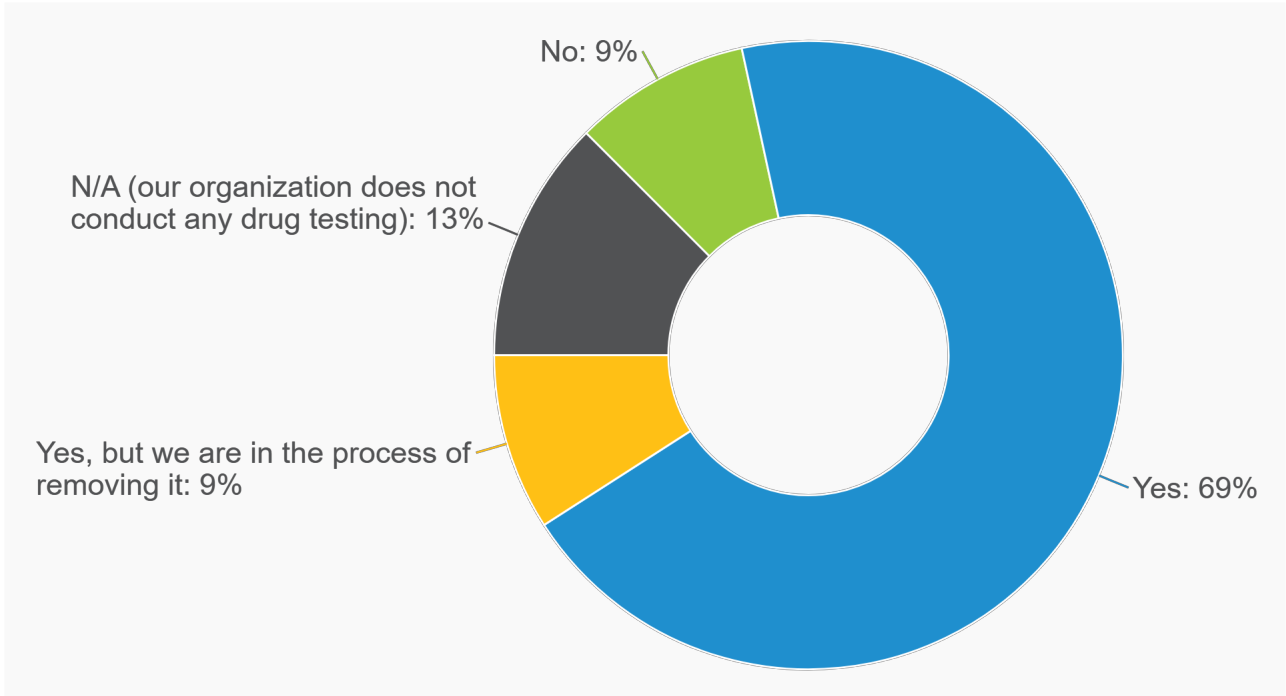
**FEATURED RESEARCH REPORT**

**August 2023**

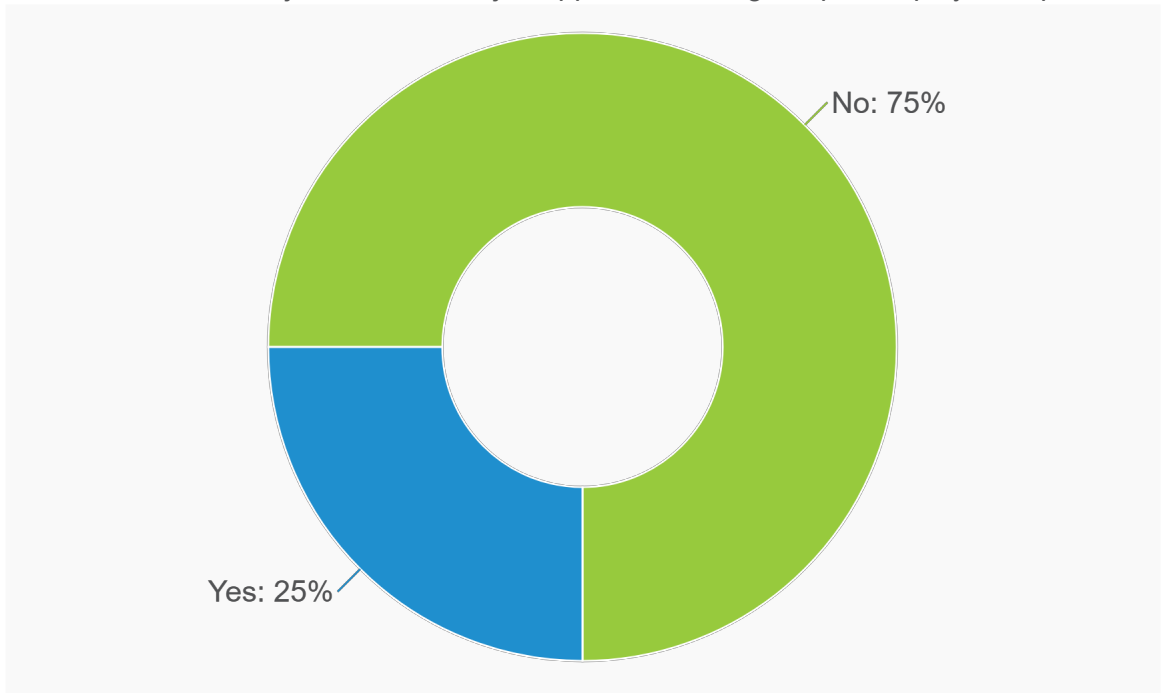
**FIGURE 1** | Does your organization conduct drug testing in the following situations?



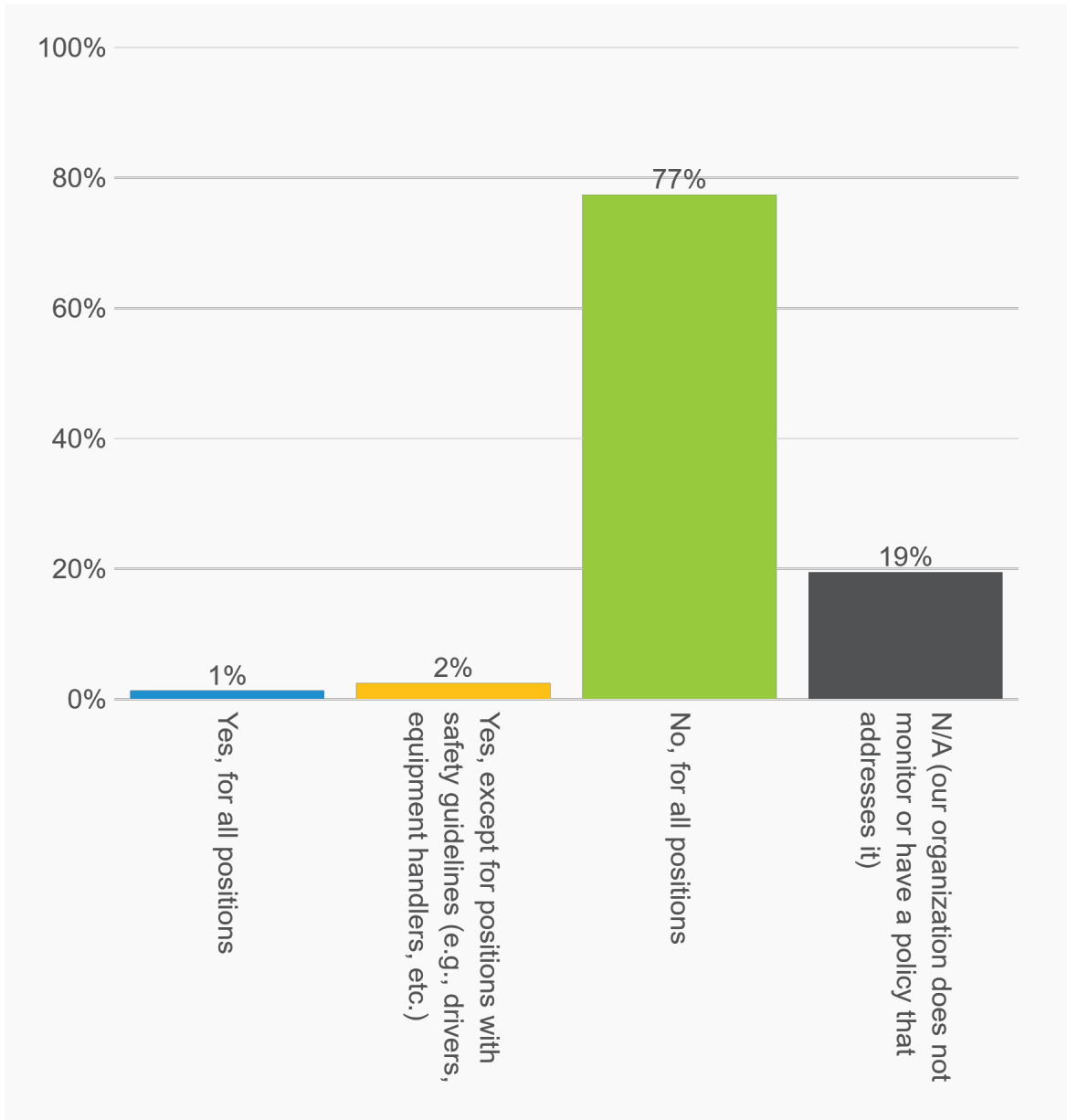
**FIGURE 2** | Does your organization currently include marijuana/THC in your drug testing panel?



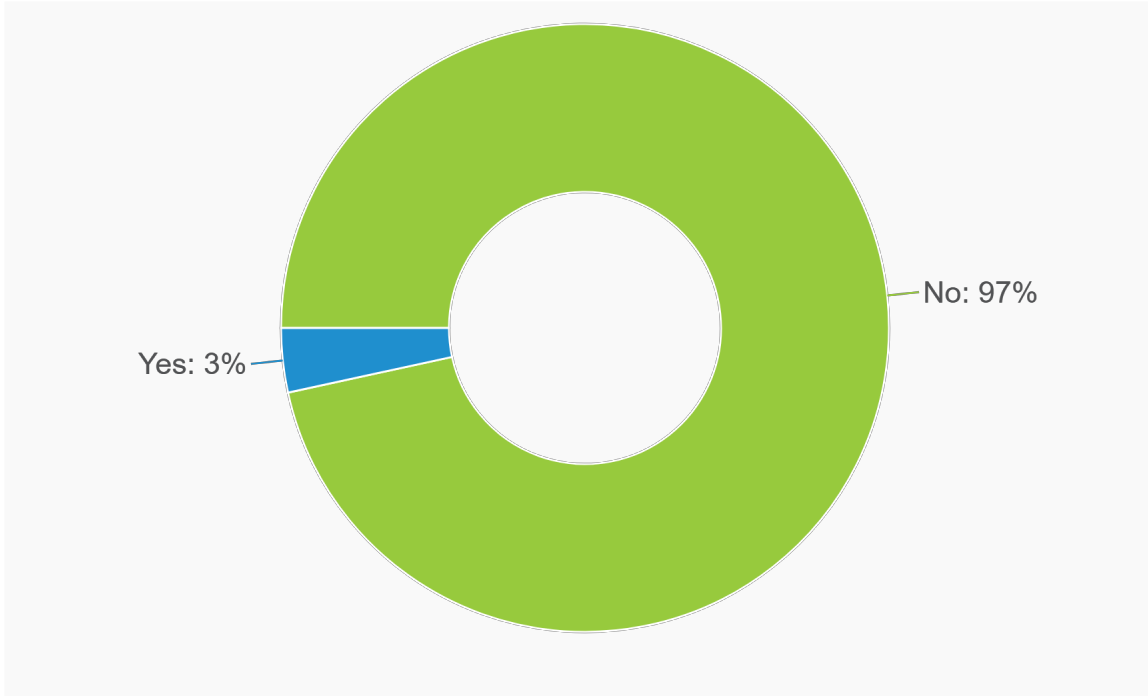
**FIGURE 2a** | If not, does your organization communicate the fact that you do **not** test for marijuana/THC with job applicants during the pre-employment process?



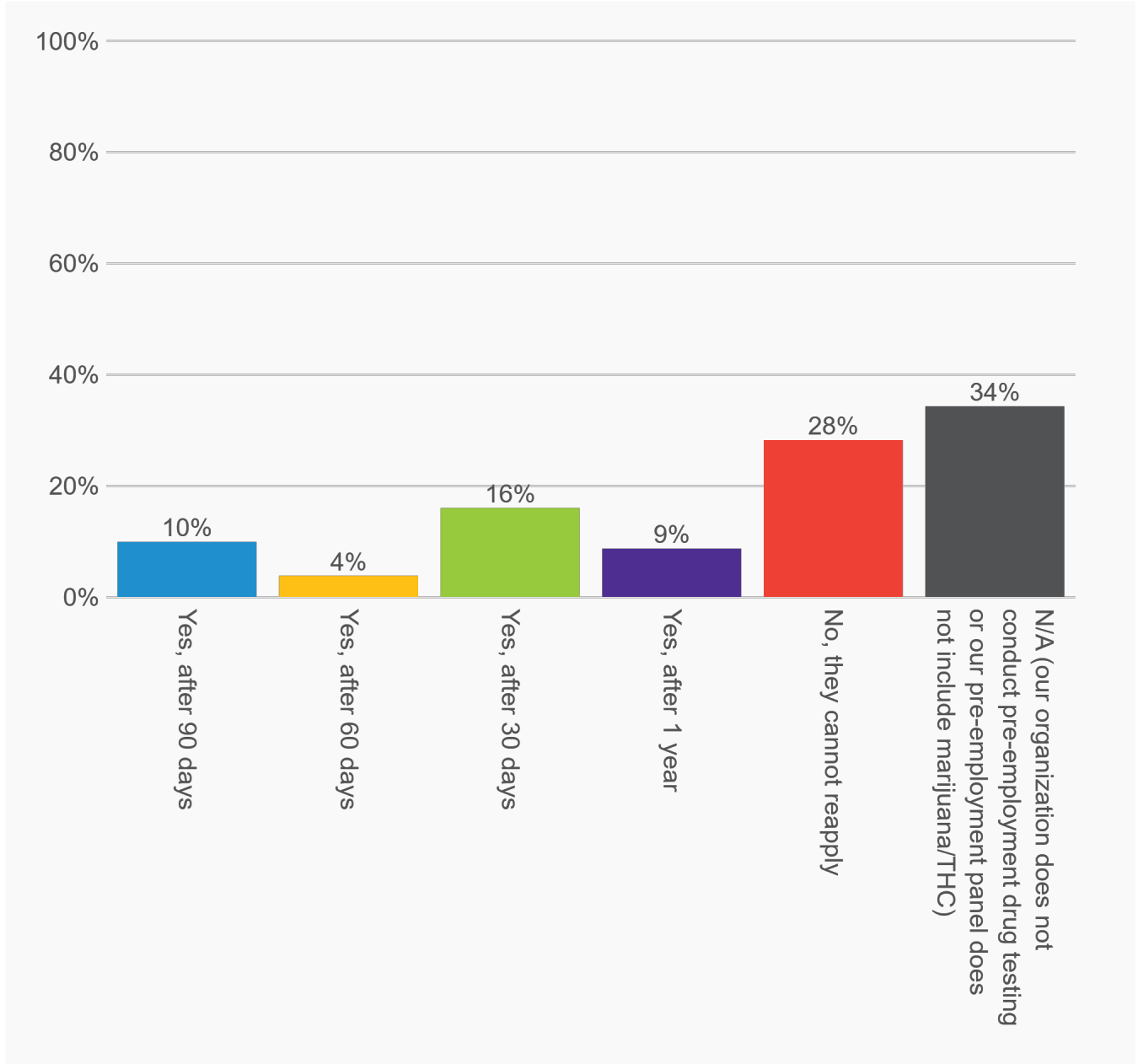
**FIGURE 3** | Does your organization permit the use of medical marijuana during working hours?



**FIGURE 4** | Do your organization's employee policies address off-duty use of marijuana?



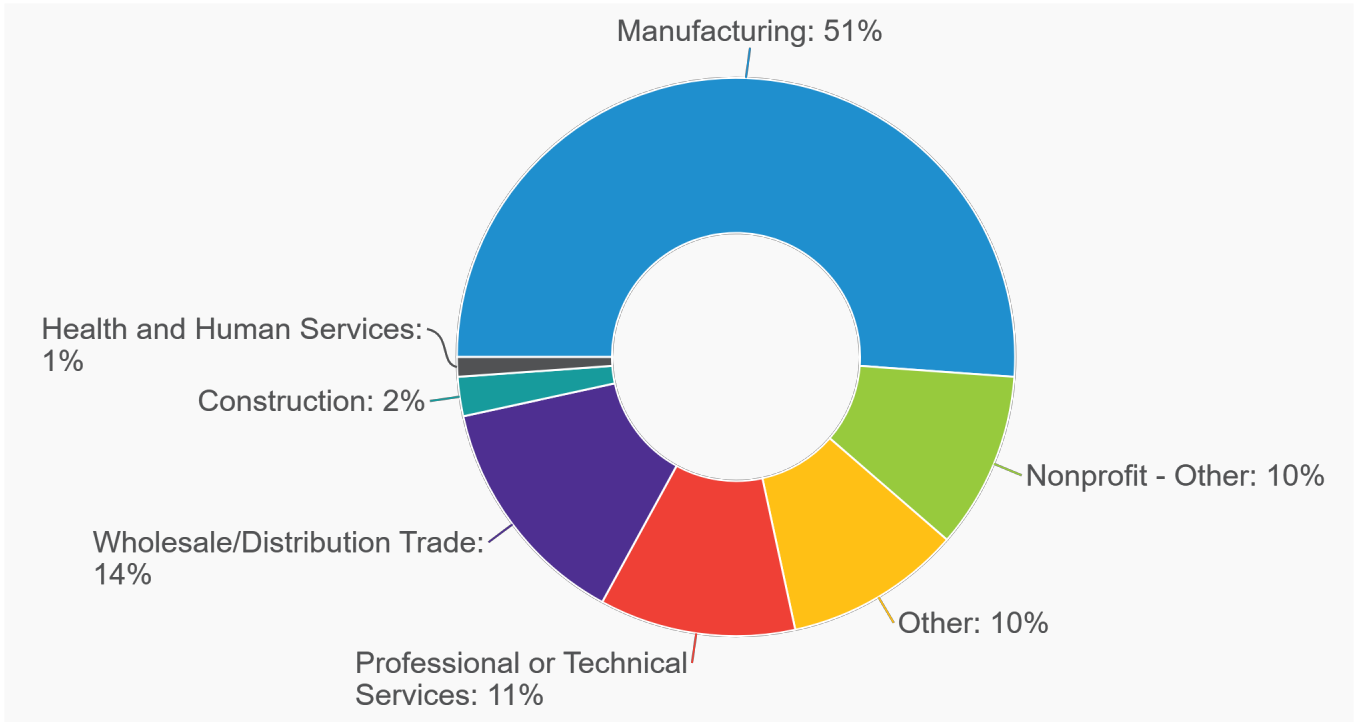
**FIGURE 5** | If a job candidate fails a drug test for marijuana/THC, do you allow them to reapply to your organization after a certain amount of time?



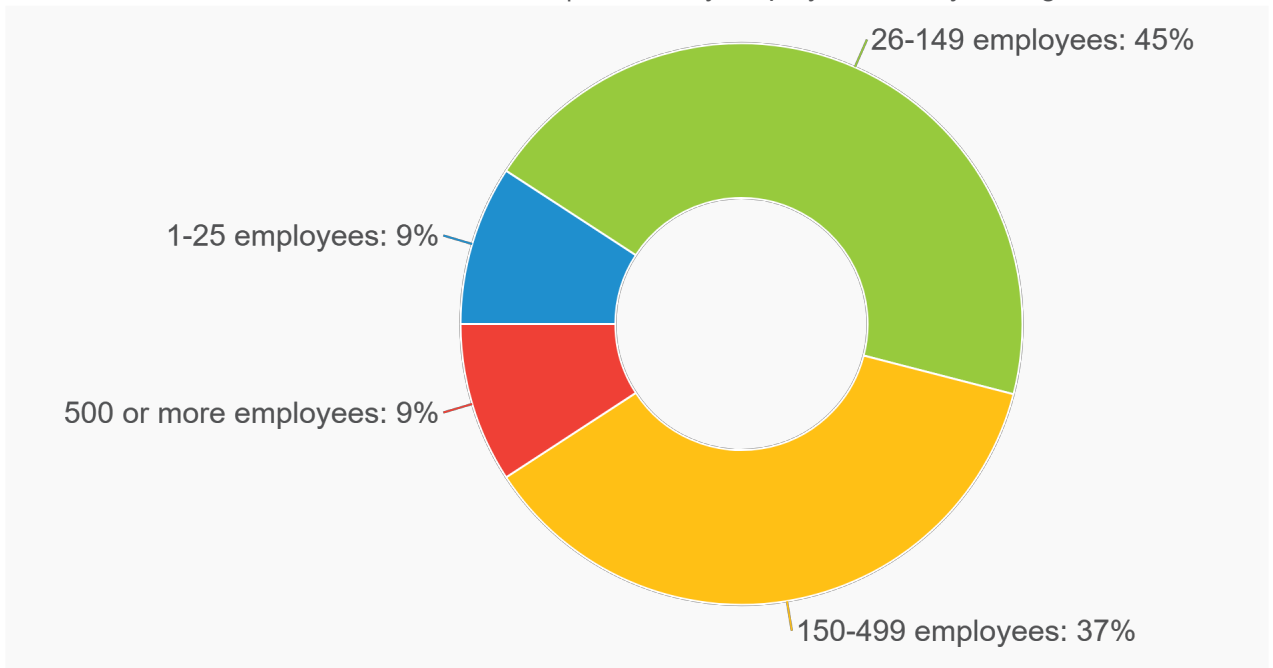
# DEMOGRAPHICS

*In total, 88 Northeast Ohio employers participated in the poll. The breakdown of their demographics is below.*

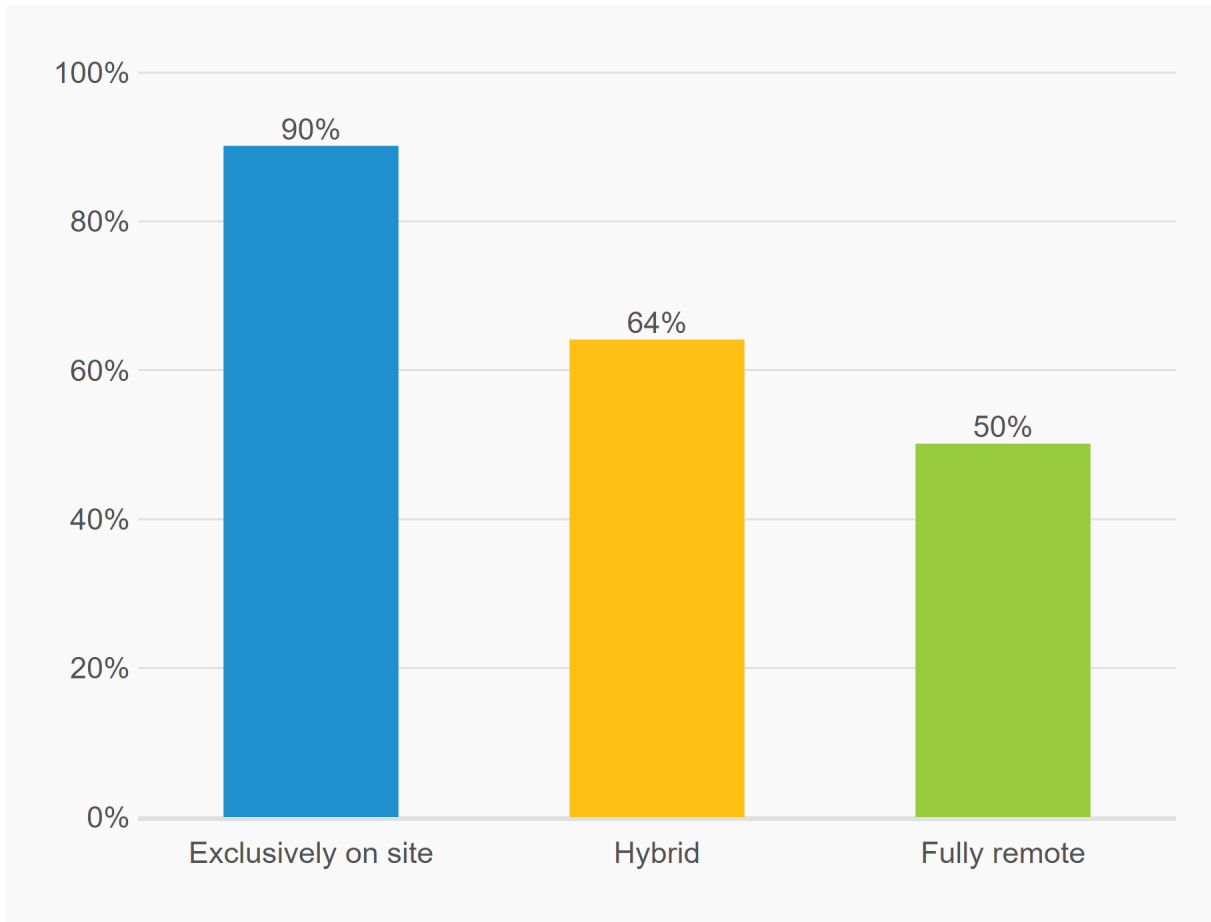
**FIGURE 6 |** Which category best describes your organization's industry?



**FIGURE 7 |** How many employees does your organization have?



**FIGURE 8** | Percentage of employers with one or more employees working in each location



**ERC Member Poll Results**

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