

Navigating CBD Questions

Exploring why concrete answers to CBD-related questions are hard to provide.

Do CBD products cause a high?

Can you test positive after using CBD products?

Is it legal to purchase and use CBD products?

What is
CBD?
(aka Cannabidiol)

- Chemical found in cannabis plants (e.g., marijuana and hemp).
- Used for conditions such as anxiety, depression and pain.
- One CBD product, Epidiolex®, has been FDA-approved to treat two rare forms of epilepsy.
- Non-prescription CBD products are applied topically, smoked, vaped or ingested.



The Variables

Laws & Regulations

Marijuana (source plant)

- Federally illegal per Controlled Substances Act.
- Legal for recreational and/or medical use according to state-specific laws.

Hemp (source plant)

- 2018 Farm Bill removed hemp from the Controlled Substances Act.
- States are responsible for enacting laws to legalize use and cultivation within their borders.
- FDA responsible for approving for medical use (only Epidiolex® has received approval).

THC Content

CBD Extracted from Marijuana

- Could contain high levels of THC.
- Could cause a high.
- Could trigger a positive drug test.

CBD Extracted from Hemp

- Contains less than 0.3% THC.
- Not likely to cause a high.
- Not likely to trigger a positive drug test.

Label Dependability

Online

A 2017 study on CBD products purchased online found 70% did not contain the amount of CBD listed on the label and 20% contained THC.

Dispensaries

Most marijuana dispensaries also sell CBD products. These businesses must follow state laws and are likely required to verify their products only contain what is listed on the labels.

Retail Stores

Unless subject to state oversight, retailers are reliant on manufacturer claims regarding the source of CBD and specific product content.

Workplace Response



Research

Know what your state-specific laws say about CBD.



Policy

Be sure your drug-free workplace policy addresses this issue so employees understand what the expectations are around CBD.



Educate

Inform your employees about your policy regarding CBD and make sure your employees understand the cautions and complexities surrounding these products.



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