



Non-DOT Drug Testing Updates

Essential Points

Home Depot continually evaluates our policies, the external environment, and benchmarks with other companies to ensure we remain competitive while complying with local, state, and federal laws.

Effective **September 1, 2024**, the following will go into effect for non-DOT drug testing¹:

Drug Testing Panel Changes Effective September 1, 2024	
What's Changing: <ul style="list-style-type: none"> ▪ Marijuana will be removed from all drug testing panels (including Reasonable Suspicion and Post-Accident)¹ ▪ Applies to all U.S. states, the District of Columbia, Puerto Rico, U.S. Virgin Islands, and Guam 	What's Not Changing: <ul style="list-style-type: none"> ▪ States which already exclude marijuana due to state laws remain unchanged (CA, CT, IL, MN, MT, NJ, NY, RI, WA)
When to Drug Test Effective September 1, 2024	
What's Changing: <ul style="list-style-type: none"> ▪ Drug testing will no longer be required for all Lift Equipment and Material Handling Equipment (MHE) certifications/recertifications ▪ Pre-employment drug testing will only be conducted for external candidates with contingent offers in Asset Protection and Corporate Security 	What's Not Changing: <ul style="list-style-type: none"> ▪ Drug testing will only take place when there is Reasonable Suspicion or Post-Accident² ▪ DOT-regulated and Aviation testing will remain unchanged

¹These changes do not apply to associates under DOT Regulations and Aviation; for DOT and Aviation policies, refer to the [Drug and Alcohol Testing Resources](#)

²If it meets the post-accident criteria, unless restricted by law; refer to the [Drug and Alcohol Testing Resources](#)

Contact & Resources

Support: For questions, please contact benefits@homedepot.com.

Resources: Refer to [Drug and Alcohol Testing Resources](#) (*myApron > myTHDHR > Manage/Support My Associates*) for resources such as:

- One-page overview of when to perform Drug and Alcohol Testing
- Drug Testing Changes – FAQs for Leaders
- Reasonable Suspicion Leader Guide, which includes the Observed Behavior Reasonable Suspicion Checklist
- Post-Accident Leader Guide

The Drug-Free Workplace SOP (also available in Spanish) will reflect updates starting September 1, 2024.

About this Email

- **Project Sponsor:** Scott Smith, VP — HR Performance Systems
- **Who Received this Email:** All Leaders, HR Partners and Above

