



QUESTIONS ABOUT USING CBD PRODUCTS?

CBD products are not FDA approved and may contain levels of THC. **A positive test for THC is a positive test for a prohibited substance**, even if the employee or applicant reports the use of a CBD product.

While some states allow the use of marijuana, or other substances which may contain THC, for medical or recreational purposes, all forms of non-FDA approved substances containing marijuana/THC are prohibited substances under federal law and Norfolk Southern's policy on drug and alcohol use. Norfolk Southern is a federal DOT-regulated employer and subject to federal guidelines on drug and alcohol testing. DOT does not accept any justification for a drug test that is positive for THC (one of marijuana's components), nor does Norfolk Southern. A positive test for THC will result in employee discipline, including dismissal.

If you are tested and THC is detected, you will be handled under Rule G. Pursuant to the Department of Transportation and Office of Drug and Alcohol Policy and Compliance (ODAPC) and Norfolk Southern Railway's policy, the use of marijuana, or other substances which may contain THC, for any purpose or under any conflicting law will have no effect on Norfolk Southern Railway's handling of an employee who tests positive for THC.