Cannabis and Impairment in the Workplace

Causes of impairment

Impacts of impairment





Inability to concentrate, think clearly, and make decisions



Dizziness, drowsiness, disorientation, and confusion



Slowed reaction times and lack of coordination



Confrontational and aggressive behaviours, disinterest





Certain medical conditions









What the law says

Each province and territory can opt to set more restrictive laws over the federal rules about minimum age, possession limits, and where cannabis can be used.

Check with your jurisdiction here: http://bit.ly/cannabislaws



Employers are responsible for developing hazard prevention programs, which includes addressing any potential hazard in the workplace, including impairment.



Impairment policy tips for employers

- Define impairment.
- Address impairment from both recreational and medical cannabis as well as other causes in your workplace policies and programs.
- State if the item is allowed on premise, and if so, under what circumstances.
- Educate workers on your policies and programs, and ways that the workplace can help and provide support, such as Employee Assistance Programs (EAPs)
- Train workers, supervisors and managers on how to identify signs of suspected impairment, and how to respond appropriately.
- Describe when accommodation will be considered (for example, workers with medical needs or disabilities).
- Explain how disciplinary actions will be conducted, when necessary.
- Seek legal advice before testing workers for substances. Testing typically doesn't reveal the level of impairment and is not generally supported by human rights legislation.
- Encourage employees to self-declare if they feel that they may be impaired, and that this statement can be made without fear of stigma or reprisal.



Worker responsibilities



As per policy, declare anything that might impair your ability to do your work safely



Work in a safe manner



Follow education and training



Report concerns to your supervisor

