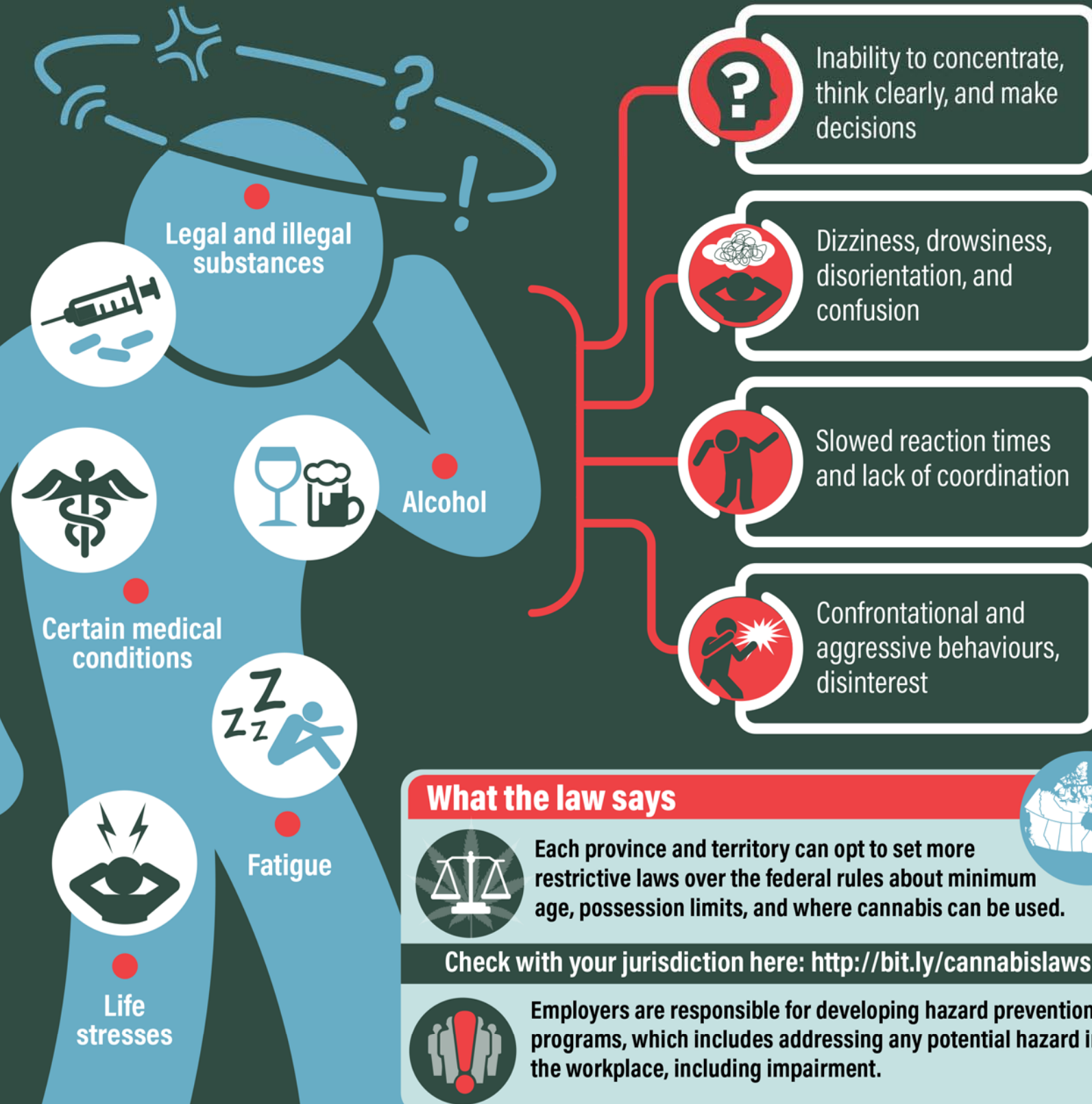


Cannabis and Impairment

in the Workplace

Causes of impairment

Impacts of 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