



# CANNABIS USE & THE WORKPLACE

## Why should a Workplace Address Impairment From Cannabis?

THC, the psychoactive compound in cannabis responsible for the “high” feeling, can cause impairment to alertness, memory, reflexes, judgement, cognition and coordination.<sup>2</sup>



## Cannabis Impairment can:<sup>2</sup>

- Cause incidents and interfere with the accuracy and efficiency of work.
- Impact job performance due to hangover and/or withdrawal
- Cause absenteeism or reduced productivity
- Risk the individual's safety or the safety of others

*Depending on where the person is on the spectrum of use, there are varying impacts on life and work.*

## Employer Responsibilities

Provide a safe work environment and take precaution to protect the employee's health and safety.<sup>1</sup>

Establish policies and educational programs indicating the organization's position regarding use, possession, or being under the influence of substances while at work.<sup>1</sup>

Foster a supportive workplace, promote well-being, provide support with stigma reduction and help-seeking behaviours.<sup>1</sup>

## Employee Responsibilities

Perform their job safely.<sup>1</sup>

Follow health and safety legislation and the employer's policies and programs.<sup>1</sup>

Be aware of signs of impairment and report the health & safety concerns to delegated persons.<sup>3</sup>

An employee has the right to be accommodated to the point of requiring significant difficulty or expense (*undue hardship*) when they have a diagnosed substance dependence.<sup>3</sup>



Accommodation may be necessary in cases of substance use disorder and/or medical/therapeutic needs. The duty to accommodate is assessed on a case-by-case basis to the point of undue hardship (when adjustment to a policy, practice, by-law or physical space would cost too much or create health or safety risks.)<sup>2, 3</sup>

## Workplaces with safety-sensitive positions may require drug and alcohol testing.<sup>3</sup>

What kind of tests can detect if someone has consumed cannabis products containing THC?

- Urine test and Oral fluid screening can trace THC for as long as 30 days. Detection windows vary a lot according to dose, product potency and frequency of use.<sup>4</sup>

### References:

1. Workplace Strategies: Risk of Impairment from Cannabis: [https://www.ccohs.ca/products/publications/Cannabis\\_pub\\_19.pdf](https://www.ccohs.ca/products/publications/Cannabis_pub_19.pdf)

2. Canadian Centre for Occupational Health and Safety - Substance Use in the Workplace: <https://www.ccohs.ca/oshanswers/psychosocial/substance.html>

3. Canadian Human Rights Commission - Impaired at Work: A guide to accommodating substance dependence - [http://www.chrc-ccdp.gc.ca/sites/default/files/impaired\\_at\\_work.pdf](http://www.chrc-ccdp.gc.ca/sites/default/files/impaired_at_work.pdf)

4. Healthline - How much THC must be present to register on a drug test?: <https://www.healthline.com/health/does-cbd-show-up-on-a-drug-test#thc-level-detected-by-each-test>