

Tips: Workplace policies & procedures regarding cannabis use

1. Provide all employees general information on cannabis, including its various strains, levels of THC in products, effects of different ingestion methods (such as smoking versus eating), and dangers of dependence to facilitate understanding of potential impacts on functioning, impairment risks, and legal implications.
2. Deliver a webinar to all employees that highlights and educates on the organization's substance use policy in a way that's easy, informative and engaging.
3. Ensure employees are clear on the when and why of cannabis testing policies and practices.
4. Clearly define cannabis impairment, what fit for duty means, and the employer's as well as employees' role in enforcing and supporting safety in the workplace – especially in safety-sensitive workplaces.
5. Train all managers on how to monitor and manage employees' fitness to work with respect to cannabis use.
6. Consider training all employees on the links between stress, mental health, substance abuse, mental illness, resiliency and coping, to promote employee health and well-being.
7. Make the organization's position on consumption of cannabis at workplace events clear, and help employees deal with any bias, to reduce risk of peer conflict and harassment.