



# Legal Cannabis & Your Workplace

## What Your Company Can Do To Prepare

1. Make sure you have a policy.

### 2. Your Policy Should:

- Establish the priority of a safe workplace;
- Focus the standard on fitness to work;
- Make clear the consequences of non-compliance;
- Require disclosure of any addiction concerns and lay the groundwork for benefits and/or accommodation related to same;
- Provide for the responsibility of all employees to cooperate with the implementation of policy;
- Set forth how employees needing information or answers to questions can get the information they need;
- Distinguish between necessary medical use of cannabis versus recreational use;

3. Have your employees sign off that they have received, reviewed, and understand the policy.

4. Make sure you get legal advice regarding the drafting and implementation of your policy.

5. Make sure you are consistent in the application of your policy.

**For more information on developing a cannabis policy for your workplace, please contact: Ian D. Brown.**



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