



## Cannabis and work

The legalization of recreational cannabis use in Canada took effect in October 2018. As part of cannabis legalization, provincial governments are responsible for ensuring workplace safety. In Alberta, impairment that creates hazards or unsafe work conditions are addressed by the Occupational Health and Safety (OHS) Act.

**Want to learn more?** Visit: <https://www.alberta.ca/impairment-workplace.aspx>

### *For employers*

When workers are impaired on the job it can have serious consequences. Employers should clarify responsibilities and implement policies and procedures to address impairment in the workplace to protect the health and safety of workers.

**Know your responsibilities and download a prevention policy template:**

<https://open.alberta.ca/publications/impairment-in-the-workplace>

### *For workers*

Impairment can affect your ability to focus, make decisions, follow instructions, and handle equipment and tools. Being impaired at work risks your life and that of your co-workers.

**Know what it means to be impaired:** <https://www.ccohs.ca/oshanswers/hsprograms/impairment.html>

**Understand your role in preventing the risk of cannabis impairment at work:**

[https://www.canada.ca/en/employment-social-development/services/health-safety/cannabis-workplace.html?\\_ga=2.123637643.1244068658.1537375512-16883169.1537375512](https://www.canada.ca/en/employment-social-development/services/health-safety/cannabis-workplace.html?_ga=2.123637643.1244068658.1537375512-16883169.1537375512)