

# Cannabis and the Workplace

**The City of Winnipeg Community Centres are committed to provide a safe, healthy, and productive workplace where employees, volunteers and the general public are protected from the effects of substance use and chemical impairment.**

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## **What is Cannabis?**

Cannabis is now a legal recreational drug. It contains hundreds of chemical substances. Over 100 of these are known as cannabinoids. Cannabinoids have effects on cell receptors in the brain and body.

## **How does legalization of Cannabis impact the workplace?**

**It is not allowed.** Community Centres have an obligation to provide information on their expectations so the centre and grounds are safe.

- All employees, volunteers are required to be fit for work throughout their work day
- Any employee impaired in the workplace can expect to be removed from the centre and the grounds of the centre

## **What does the Community Centre expect from their Employees/Volunteers?**

- All employees/volunteers are required to be fit and ready to perform their tasks at all times during the day
- Employees/Volunteers must not use, possess, distribute, offer for sale, or buy any substance in the centre or on the grounds
- Employees/Volunteers should understand and report if symptoms of impairment are seen in themselves or others
- Supervisors are responsible for providing a safe Community Centre and surrounding grounds

## **What can you do if you have concerns someone may be impaired?**

- Protect yourself first. You can only help if you are safe
- If they are in medical distress call an ambulance first, then a supervisor to assist
- Once safe, help the person as you call for support of a supervisor
- Don't ignore it. You won't be in trouble if you are wrong so long as you raised the issue out of genuine concern for the individual(s) involved

**What are the reporting requirements?**

- Any employee/volunteer that is, or becomes impaired, must advise their immediate supervisor
- Any employee/volunteer who has a medical prescription which may adversely affect their ability to do their job safely must discuss limitations or restrictions with their supervisor
- The duty to accommodate extends to employees who use prescribed medical marijuana