



Cannabis in the Workplace FAQs

If cannabis is legal in my area, do I have the right to have or use it at work?

Not necessarily. Check your employer's policies to see if it is allowed on-site. Some employers may ban it, ban smoking or vaping in general, or ban it for people in safety-sensitive positions, such as driving, handling hazardous materials or operating machinery.

What is the difference between cannabis, marijuana, weed and pot?

These are all names for the same thing – cannabis plants. There are other names you may hear, and some strains have their own nicknames as well.

If I use products that only have CBD or hemp in them, will I get high?

It's unlikely. The intoxicating element in cannabis is THC. Pure CBD does not produce a high, and hemp typically has such low concentrations of THC that it will not affect users.

Does cannabis have the same effects if you smoke it, eat it or wear it as a patch?

No. Different consumption methods and different durations bring different effects. For example, ingesting cannabis can affect a user for weeks as fatty tissues break down and release their stored compounds.

I think someone may be under the influence at work. What should I do?

Tell your supervisor. Retaliation for reporting safety concerns is illegal. Your supervisor will investigate your concern and make sure you and everyone else at work is safe.

I have questions or concerns about cannabis at work. Whom do I talk to?

Your supervisor is a good start! You can also refer to your company's policy, Employee Assistance Program, Human Resources (HR) or a medical professional.

