



# 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 impaired 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's door is always open! You can also check with Human Resources (HR) to learn more about your company's policy.

