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Subject:	Medical Cannabis	Date Approved:	November 1, 2018
Approved by:	Executive Director	Date Revised:	
Specific to:	All Staff and Board of Directors	Next Review Date:	September 2021

PRINCIPLE:

The employees of North Huron Family Health Team are our most valuable resource, and for that reason their health and safety is of paramount concern. Medical cannabis will be treated the same as all other regularly prescribed medication. North Huron Family Health Team has the same expectations from employees who use medical cannabis as those who use all other types of medication and will accommodate individuals up to the point of undue hardship.

POLICY:

- Employees may only use medical cannabis with appropriate documentation in their names from a qualified health care practitioner as define by the *Access to Cannabis for Medical Purposes Regulations*.
- If an employee must use medical cannabis while at work and requires accommodation to do so, they must inform the Executive Director or designate. An employee does not have to disclose their specific medical diagnosis; however, they must provide a note from their doctor and a copy of the appropriate documentation if accommodation is required or provide a completed Medical Cannabis Accommodation Form.
- All information provided in regard to medical cannabis use is considered confidential and will be treated as such, keeping an employee’s privacy as a top concern second only to safety.
- Employees who have a medical condition which requires additional accommodation can discuss their cannabis use schedule in the context of the general accommodation plan with North Huron Family Health Team and their qualified health care practitioner.
- Employees may be required to work with the company’s service provider, who will provide direction and support for the use of medical cannabis.
- North Huron Family Health Team will work with the individual who requests accommodation to ensure that the measures taken are both effective and mutually agreeable and to ensure the safety of the employee and the clients they serve.

Use of Medical Cannabis While at Work

- If an employee takes medical cannabis during regular working hours, they shall do so only with appropriate documentation and after that, only at the recommended dosage and frequency of the doses.
- North Huron Family Health Team asks that where possible employees who require medical cannabis use a method of consumption other than smoking.



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- Employees who choose to smoke medical cannabis must abide by all provincial smoking regulations.
- Employees who choose to smoke medical cannabis are not permitted to smoke in the presence of other employees.

Employee Expectations

Management must:

- Treat employees who use medical cannabis the same as all other employees using prescription medication.
- Provide accommodation up to the point of undue hardship.
- Be aware of the effects of cannabis use and ensure employees are not placed in any safety-sensitive situations.
- Assess the effects of the use of cannabis on an employee's performance on the job.
- Ensure that the use of medical cannabis does not adversely affect the safety of the employee or their co-workers.
- Ensure that any employee who asks for help due to a drug or alcohol dependency is provided with the appropriate support (including accommodation) and is not disciplined for doing so.
- Respond to any employee queries regarding the use of medical cannabis, while maintaining the privacy of an employee's specific situation at all times.

Employees must:

- Work with North Huron Family Health Team to develop accommodation plans that are mutually agreeable.
- Follow the agreed-upon accommodation plan and the guidelines of this policy.
- Never share their medication with any other employee, even those who may have a similar prescription.
- Maintain ongoing communication with management regarding the effects of cannabis on their ability to perform their job duties.
- Never participate in activities which could cause a safety risk, such as driving while under the influence of cannabis.