



CHESAPEAKE REGION SAFETY COUNCIL

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What is Safety?



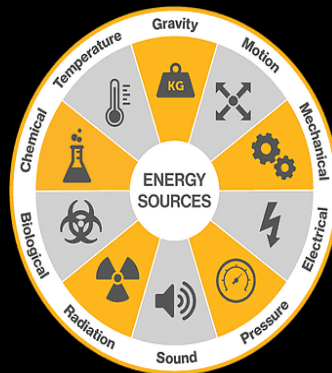
- The control or elimination of recognized hazards to attain an acceptable level of risk

What is a Hazard?



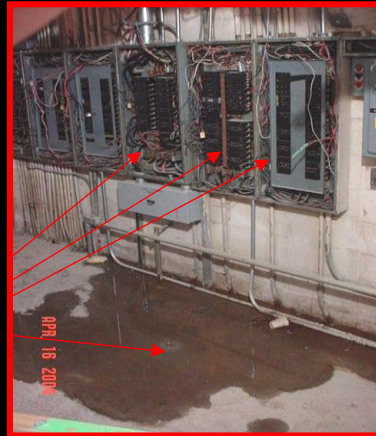
- Potential for harm or damage to people, property, or the environment
- Hazards include interactions & characteristics of people & things
- Unsafe conditions & practices

Hazard Analysis



Accident Prevention Process

- Recognize the hazard
- Understand the hazard
- Control the hazard



Section 8. Public Health and Safety Outcomes

The optimization of dispensaries as well as the scalability of their implementation should NOT add notable public health risks

- Majority of the cannabis-related public health outcomes evaluated in this study are comparable to 25 states surveyed in April of 2022 (illicit, medical-only, and adult use states).



Driving under the influence of cannabis

37% of cannabis consumers report having driven under the influence in the past month, averaging 11 days per month

- However, there is significant room for improvement on these outcomes



Problematic Cannabis Use

38% of cannabis consumers demonstrated problematic cannabis use patterns

- Many of these outcomes may be addressed and improved through dedicated education and outreach campaigns



Consume Cannabis Before or During Work

36% of cannabis consumers report consuming cannabis before or during work hours

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CANNABIS
PUBLIC POLICY
CONSULTING

NSC Definition and Approach

“Workplace impairment is the inability to function normally or safely as a result of a number of factors – from **chemical substances**, such as alcohol, opioids or cannabis, to **physical factors** like fatigue, as well as experiencing **mental distress** and **social factors** like stress.”



Safety Impact

- **Impairment from any cause is a fitness for duty concern!**
- Effects:
 - Reduced ability to concentrate and think clearly
 - Decreased coordination and sensory perception
 - Slower reaction time
 - Other psychological impacts personality changes, mood changes, or irritability
 - Changes in workplace behaviors and performance

Safety Sensitive Position

- A job or position where the employee holding this position has the responsibility for his or her own safety or the safety of others
- "Safety sensitive position" means a position subject to drug and alcohol testing because the nature of the employee's duties and responsibilities indicate a potential that impaired performance due to drugs or alcohol, or both, could result in injury or death to the employee or others.



Testing cannot be arbitrary

- You must observe
 - Appearance.
 - Behavior.
 - Speech.
 - Odors.
- You must be able to explain and document your reasons.
- You cannot send an employee for testing based on another's observations.

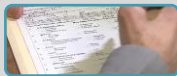
Reasonable suspicion process



Observe



Confirm



Document



Confront



Test



Thank You!

