

Marijuana use, whether for recreational or medicinal purposes, is legal in some states, legal only for medical use in others, and remains illegal in certain regions.

Regardless of state law, marijuana impairment can significantly impact workplace safety, especially in environments where attention, quick reactions, and coordination are essential.

Workers are expected to:

- understand and follow workplace policies on substance use
- come to work fit for duty and able to maintain safety and productivity
- avoid using any drugs, including marijuana, during work hours



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Marijuana affects a range of mental and physical abilities that are critical for on-the-job safety:

- **Cognitive Impairment:** Marijuana affects memory, attention span, and the ability to focus on tasks, which can reduce job performance and safety.
- **Reduced Coordination and Balance:** Marijuana impairs motor skills and hand-eye coordination, which are critical for physical tasks and machinery operation.
- **Slowed Reaction Time:** THC can delay reaction time, which can be dangerous in work settings where quick responses are required.
- **Compromised Judgment:** Impairment from marijuana can impair reasoning and risk assessment, which may lead to workplace incidents or accidents.
- **Heightened Anxiety:** TCH can trigger feelings of anxiety and paranoia in some users. Increased worry or stress can reduce focus, create a tense work environment, and increase the risk of poor judgment and mistakes.

The effects of marijuana may last for a few hours to a full day, depending on the amount consumed, frequency of use, and individual tolerance levels.

- Marijuana use, even outside of work hours, can have residual effects that may impact work performance and safety on the job.



- Always follow company policies on marijuana and other substance use.
- Be aware of how marijuana use may impair your reaction time, judgement, and coordination.
- Do not use marijuana before or during work hours.
- Discuss any prescribed medical marijuana use with your supervisor or HR to understand how it aligns with your job duties and workplace policies.
- Recognize that any form of marijuana that leads to impairment poses a risk where on-the-job safety is important.
- Even if marijuana use occurs off the job, residual effects can impact work performance and safety the next day or in the days following.
- Some users report a hangover effect which may present like a drowsiness or mental fog even hours after the primary effects wear off, which can lead to poor concentration or irritability at work.
- Regular off-the-job use can lead to a decrease in motivation and mental clarity, which may affect overall job performance and safety.

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