



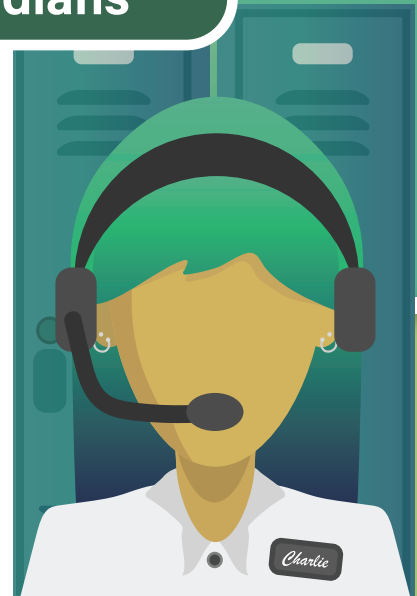
Work and Cannabis:

They Just **DON'T** Mix

Guide for Parents and Guardians

As a parent or guardian, you are an important figure in your child's life. From an early age, you have taught them about safety in all aspects of their life. At work, their employer will obviously carry most of the responsibility when it comes to protecting their health and safety. However, you can reinforce their employer's messages, and have a positive and significant impact on healthy and safe behaviours.

In 2018, the federal government legalized cannabis. You are encouraged to talk to your child about cannabis, as this is one of the most effective ways to help them make informed decisions, particularly as it relates to safety in the workplace. Here are some tips and guidelines to help with the discussion.



Preparing for the discussion



Before starting a discussion with your child, find out more about cannabis and its health effects. Preference should be given to objective information from reliable sources, such as the Government of Canada's website.

Then, choose an appropriate time to have the discussion. The setting should be relaxed, and both you and your child should have the time to talk. For example, it is not recommended to have the discussion on a busy weekday morning!

Keep in mind



- Engage in a real discussion rather than a one-sided monologue. You could ask your child how they feel about choices their peers or co-workers make regarding the use of cannabis.
- Recognize that your child's point of view is valid, even if you disagree with it. This may mean not voicing your opinions, fears or prejudices so as not to shutdown the dialogue.
- Listen carefully and thoughtfully. Bear in mind that pauses in the conversation can provide opportunities for reflection.
- Clearly state your concerns about cannabis use, particularly at work. If your child is already using cannabis, discuss ways to reduce its possible negative effects (for example, not using before going to work or while at work).
- Remain open and available to your child. This will let them know they can go to you for help if they need it.

Even if your child does not tell you, your opinion matters to them. You influence their choices and attitudes. Remember that your child is looking for guidance. As their parent or guardian, your attitude plays a critical role.



Questions to keep the discussion going

Has your employer talked to you about the use of cannabis in the workplace?

Employers have a responsibility to put into place a risk prevention program to protect workers against workplace hazards. This should include the risks associated with cannabis use. It is the worker's responsibility to follow safety instructions the employer has put into place and to work in such a way as to protect their own safety and the safety of others.



Do your co-workers use cannabis in the workplace?

A co-worker who uses cannabis in the workplace or comes to work impaired can be a danger to those around them. Every worker is responsible for alerting their employer of any situation that puts their own health and safety or the health and safety of others at risk. In this case, it would be your child's responsibility to report this to their supervisor.

Do you carry out tasks that can be dangerous to perform while impaired (for example, driving a vehicle, working with machinery, handling tools such as knives, etc.)?

The Canadian Centre for Occupational Health and Safety defines impairment as an altered state of physical and/or mental functioning. In the workplace, this could mean a worker has difficulty safely performing tasks and is a danger to themselves or others. The use of cannabis, alcohol, illicit drugs or medication, as well as fatigue, stress or other health problems can lead to impairment at work.



Are you comfortable talking to your employer?

A healthy and safe workplace requires the cooperation of the employer and workers. Even though it might be difficult for young workers to assert their rights or even ask questions, encourage your child to talk to their supervisor or employer. Depending on the workplace, they could also talk to a member of the health and safety committee or a union representative.

