

Committee Report  
Tuesday, September 03, 2019

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## **Subject:** Medical Cannabis Accommodation Policy

### **Recommendation:**

**THAT Committee Receive Report #2019-0057; and recommend:**

**THAT Council approve the Medical Cannabis Accommodation Policy**

### **Background:**

As the use of medical cannabis is becoming more prevalent, the Town requires a policy that outlines how to handle employees who are prescribed medical cannabis. The Town has an obligation to protect the rights of employees who are prescribed cannabis for medical reasons and accommodate their disability up to the point of undue hardship, as described by the Ontario Human Rights Code. This policy outlines the expectations for employees requesting accommodation and for management developing an accommodation plan.

**Financial Considerations:** None.

### **Strategic Plan Relationship: Risk Management**

This policy will help to ensure that individuals requiring this accommodation are able to work effectively and safely, up to the point of undue hardship.

### **Other Pertinent Reports/Attachments:**

Attached is the Town's proposed Medical Cannabis Accommodation Policy.

### **Prepared and Recommended by:**

Brianna Langohr, Human Resources and Health and Safety Coordinator

### **Approved and Submitted by:**

David Cribbs, Chief Administrative Officer