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
Accident Prevention Process

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

DANGER
ELECTRICAL HAZARD

APR 16 2004
Energy Definition

In science, energy is the ability to do work or heat objects.

Energy: The Ability to Do Work

- **ENERGY** is anything that has the ability to move a sample of matter against a force.

- **ENERGY** can come in many different forms: light, sound, electrical, chemical, heat, nuclear, and mechanical.
Hazard Analysis
PEOPLE

energy (from food) in

heat &
mechanical energy out
Drug

- Substance other than food intended to affect the structure or function of the body.
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
Medical Marijuana

• Legalized in 2014

WHAT MEDICAL CONDITIONS QUALIFY?

Current conditions include but are not limited to anorexia, chronic pain, glaucoma, seizures, muscle spasms, post-traumatic stress disorder, and “other chronic medical conditions that are severe in nature and for which other treatments have been ineffective,” leaving a fair amount of leeway.
Cannabis Impairment & Danger

- Cannabis Impairment
  - Depth Perception
  - Reaction Time
  - Coordination
  - Motor Skills
  - Sensory Distortion
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).

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

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

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.

Problematic Cannabis Use

38% of cannabis consumers demonstrated problematic cannabis use patterns.

Consume Cannabis Before or During Work

36% of cannabis consumers report consuming cannabis before or during work hours.
Controlled Substances Act / Federal Law

Schedule 1 Substance: Meaning that it has no accepted medical use & has a high potential for abuse.
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 a employee for testing based on another’s observations.
Reasonable suspicion process

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Thank You!