

# Cassels

## Ontario Human Rights Commission Posts Q and A on Cannabis and the *Human Rights Code*

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With legalization on Ontario's doorstep, the Ontario Human Rights Commission has issued a new policy discussing the impact of legal cannabis on human rights issues in the province. The policy document correctly notes that the legalization of cannabis does not change how employers must respond to impairment and addiction at work but it does highlight the rights of employees with scent sensitivities to be protected from cannabis smoke or vapours in the workplace, which is an area of concern that we expect our clients will hear more about as recreational cannabis use becomes more common.

Helpfully, the policy also specifically acknowledges that employers have no obligation to accommodate an employee's desire to use cannabis for recreational purposes.

[A link to the policy document can be found here.](#)

For more information about the intersection of legal cannabis and human rights at work or any other workplace issues, please reach out to a member of the Cassels Employment & Labour Group.

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