

Name: Kim Hunter (Senior HR Consultant)

1. Lecture title:

Cannabis legalization & the role of effective policy in creating safe and accommodating workplaces

2. Lecture brief description or abstract:

Preparing your workplace and protecting your employees with a comprehensive drug and alcohol policy is about more than simply ensuring employees are not impaired at work. Employees who may be using medical marijuana, or who may have a substance dependency, have a right to have the underlying disability accommodated by their employer. Having a comprehensive policy in place sets the tone for both managing impairment, and for fulfilling your duty to accommodate under Human Rights legislation.

In this session, participants will be able to:

1. Increase understanding of how legalization impacts the employment relationship
2. Provide a framework for managing the impact of legalization in the workplace
3. Reiterate the responsibility to accommodate substance dependency and disability. Awareness of the key principles of The Accessibility for Manitobans Act

Bibliography:

A skilled and engaging facilitator and trainer, Kim is happiest when she's working with clients to support them to develop operational and human resource solutions that fit their unique needs. Kim's business background includes extensive sales, management and marketing experience as a regional manager in both Western Canada and the Middle East.

Prior to joining People First, Kim was the managing partner in a consulting firm specializing in HR solutions, community-based research and reporting for community and Aboriginal organizations. She has extensive recruitment experience and is passionate about developing successful cross-cultural partnerships with the Aboriginal and newcomer communities.

