

CANNABIS, DRIVING, AND WORKPLACE SAFETY – A RISING RISK FOR EMPLOYERS

A new study has revealed that nearly 42% of deceased drivers in fatal crashes over the past six years tested positive for elevated THC levels, often far above legal limits, even in states with regulated cannabis laws. These findings highlight an urgent, under-addressed threat: cannabis impairment isn't just a concern on the road—it's a clear and growing risk in today's workplace, putting employees and organizations at risk. Employers must recognize these dangers and take meaningful steps to protect their teams and reputations.

The Real Impact of THC Impairment

- In the study, victims displayed an average THC level of 30.7 ng/mL, far exceeding the legal thresholds of states like Ohio, Nevada (2 ng/mL), and Colorado, Washington (5 ng/mL). Most states use even stricter “zero-tolerance laws” for workplace safety and driving, highlighting the disconnect between legalization, real-world impairment, and regulatory enforcement.
- The lead researcher emphasized that these numbers point to recent and significant marijuana use: “This isn't about residual use; it's about recent consumption.” Those consuming marijuana close to driving (or working) are clearly at a higher risk of accidents and fatalities.
- Medical experts continue to stress that any level of THC—even below legal limits—compromises reaction time, judgment, and coordination. This means workers who are “legally” under the limit may still be impaired and pose real safety risks to themselves and others.

Risks for Employers

- High rates of cannabis use, especially in states that have legalized it, are leading to elevated workplace safety risks, injury, and potential litigation.
- The “hidden” nature of impairment—regardless of legality or tolerance—makes it challenging to detect, document, and intervene before accidents occur.
- The evolving legal environment and increasing potency of cannabis products mean employers must enforce a clear, consistent, and defensible approach to impairment risk management.

ATP's Proven Solutions: Prevention, Detection, and Response

Advanced Training Products (ATP) equips organizations with industry-leading workplace impairment risk management strategies, trusted by safety professionals nationwide.

Supervisor and Employee Training

- **WIRE™ Supervisor Training:** ATP's tailored program prepares supervisors to spot and document real-time impairment—whether from cannabis, alcohol, opioids, or other substances. Training is grounded in best practices, regulatory compliance, and practical, actionable scenarios.
- **WAIT™ Employee Awareness Training:** Quick, impactful modules educate all employees on the dangers of impairment, how to report concerns, and why protecting peers matters. ATP's training programs foster accountability, reduce stigma, and create a safety-first culture.

Technology-Driven Reporting

- **Anonymous Hotlines:** Enable employees to report suspected impairment confidentially, encouraging proactive intervention and early response.

- Digital Documentation Tools: ATP's web-based platforms empower supervisors to objectively assess, document, and manage suspected impairment incidents, enabling defensible decision-making in line with ADA and OSHA standards.

Policy Consulting & Partner Networks

- ATP connects employers with expert legal and risk management partners for robust, adaptive policy development, ensuring compliance and ongoing readiness as cannabis laws change.

Best Practices for Employers

- Expand education and awareness for all employees.
- Update drug-free workplace policies with clear, actionable impairment protocols.
- Use technology solutions for documentation and reporting.
- Maintain a culture where concerns about safety and substance use can be voiced without fear or stigma.

Conclusion

Cannabis-related fatality and impairment risks are real—and rising. As state and federal laws continue to evolve, it's essential for employers to go beyond compliance and take decisive, proactive action. ATP is committed to supporting organizations with modern training, technology, and strategic consulting to prevent workplace tragedy and safeguard organizational integrity.

Contact us today at Solutions@AdvancedTrainingProducts.com with any questions about WIRE Certified Training™ or visit our website: <http://www.AdvancedTrainingProducts.com/> to get started!

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