

# Marijuana Impairment Checklist

Employee :

Date :

Phone :

Time :

In the event of a workplace accident or when an employer reasonably suspects marijuana usage, employers should conduct an impairment examination of the employee and look for the following signs of impairment:

- Odor of Marijuana
- Bloodshot/Glassy/Watery Eyes
- Dry Mouth
- Risk-taking Behavior/Decreased Inhibitions
- Fatigue/Sleepiness
- Anxiety
- Delayed Reaction Time
  - This sign of impairment is hard to gauge if an employee is not operating a vehicle or performing a task where reaction time is evident. However, delayed reaction time should be noted where applicable.
- Poor Coordination
  - Typical field sobriety tests, such as walking a straight line or a finger-to-nose test, can be utilized to gauge poor coordination.
- Impaired Perception/Motor Skills
  - Typical field sobriety tests, such as walking a straight line or a finger-to-nose test, can be utilized to gauge poor coordination.
  - To test motor skills, employers can ask the employee to count out loud or touch their fingertip to their thumb without looking.
- Paranoia
  - Paranoia can manifest in the extreme, where an employee may feel as though someone is “after them.”
  - Paranoia can also be more subtle, and the employee may be hesitant to perform the tasks they perform regularly.
- Memory Issues
  - Memory issues are evident when an employee performs divided attention tests. For example, an employer could ask an employee to say the ABCs (without singing them) from the letter F to T, and while the employee is saying the ABCs, the employer instructs them to put the tips of their index fingers together and look at the employer.