

# CANNABIS POLICY IS OVERBROAD AND UNWARRANTED, AN INVASION OF AN EMPLOYEE'S RIGHT TO PRIVACY



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## How to comply with the latest cannabis ruling in the workplace: A practical webinar for employers with a free policy template on substances



The Labour Appeal Court's (LAC) in the case of Enever vs Barloworld has shaken up the existing cannabis policies in many organisations. The court ruled that a zero-tolerance approach to cannabis use by employees is overbroad and unwarranted, and that it infringes on the right to privacy. Employers now have to reconsider their substance policies and adopt a more merit-based approach that takes into account the circumstances of each case, the nature of the work, and the impact of cannabis use on performance and safety. This requires a fair and reasonable procedure that respects the dignity and rights of employees.

If you are an employer who wants to learn more about the implications of this landmark ruling and how to update your substance policy accordingly, join us for a two-hour popup webinar hosted by Global Business Solutions, a leading provider of labour law and human resources solutions.

### In this webinar, you will learn:

- The key facts and findings of the Enever vs Barloworld case and what they mean for employers and employees.
- The legal and practical challenges of applying a zero-tolerance policy to cannabis use in the workplace.
- The best practices for designing and implementing a merit-based substance policy that complies with the law and protects your business interests.
- The factors to consider when assessing the merits of each case of cannabis use or impairment by an employee.
- The steps to follow when conducting a fair and reasonable procedure for dealing with cannabis-related misconduct or incapacity.

As a bonus, if you subscribe to this popup webinar, you will receive a **free policy template on substances (including cannabis)** that you can adapt and use for your organisation. Don't miss this opportunity to get expert guidance and practical tools to help you navigate the changing landscape of cannabis regulation in the workplace. Book your spot today by emailing

**Dates:** 6 May 2024,  
13 May 2024

Select the date that suits you best

**Venue:** Online via Zoom

**Time:** 10h00 – 12h00

**Price** R 950 (excl. VAT)

All workshops are offered as customised In-house training that can be presented virtually or on-site. Contact us for more information.

All online courses are subject to minimum delegate numbers