



NESD SHRM Presents:



## The Legal Pitfalls of Marijuana in the Workplace

Tuesday, February 9<sup>th</sup>  
11:30 am – 1:00 pm

**Are your employees high?** What if they're stoned on their own time? What if they get high while on a trip to a state where it is readily available? As marijuana becomes more and more accepted by society and available recreationally, employers face a conundrum – how will marijuana affect our workplaces and should we test for it? The answers have real consequences for applicants, employees, and workplaces. So, what should you do? This session will include some practical considerations and tips on how to handle pot.

- Identify the legal pitfalls surrounding marijuana in the workplace
- Develop strategies to handle reasonable accommodation issues that could affect employment decisions
- Understand obligations of federal contractors and specific regulations with regard to marijuana



**Featured Speaker:** Kate Bischoff, tHrive Law & Consulting, is an employment attorney and SHRM-SCP-certified HR pro. She works closely with management, HR folk, and technology companies to improve organizations and make it easier to recruit and retain talent through having easy-to-understand policies, easy-to-use technology, and easy-to-explain compliance initiatives. Kate has been recognized by *The New York Times*, *CNN.com*, *Wall Street Journal*, *USA Today*, *National Public Radio*, and other journalistic sources as a leading authority on harassment, technology in the workplace, and employment law.

RSVP at the chapter website: <http://nesd.shrm.org> (under the “Events & Education Tab”) by **Friday, 2/5/21**.

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**\$10 for NESD SHRM Basic Members**  
**\$20 for Non-NESD SHRM Members**

