

A novel approach to detecting and managing impairment in the workplace using WIT...

# The Workplace Impairment Test

- Limited time, no charge trial offer available -



## BACKGROUND

- Cannabis has reignited the conversation about the need to test for workplace impairment.
- Current testing methods often fail to account for non-drug-related factors that can contribute to impairment, such as fatigue and prescription medications.
- Effective impairment testing in the workplace must be scientifically valid, legally defensible, practical and equitable for all stakeholders.

## THE CHALLENGE

- With cannabis legalization and normalization, there has been a notable increase in cannabis use, and in a recent survey of cannabis users, 77% said they use at home before work AND 48% admit to using AT WORK, either on breaks or while actively working!<sup>1</sup>
- **While drug testing contributes to risk reduction, it has limitations.** Urine testing detects THC metabolite from past use, and cannot confirm current impairment risk. Oral fluid testing offers evidence of recent cannabis use but still falls short of definitively measuring impairment.
- This gap underscores the **need for reliable testing methods that accurately assess workplace impairment.**

## THE WORKPLACE IMPAIRMENT TEST (WIT)

- Our goal is to **enhance workplace safety and productivity by providing a scientifically valid, non-intrusive, and privacy-compliant method for accurately identifying impairment**, supporting risk mitigation, while respecting employee rights and maintaining fairness for all stakeholders.
  - WIT replicates the non-intrusive battery of assessments employed by specialized police officers (Drug Recognition Experts - DRE) to determine, in real time, if an individual is exhibiting signs of impairment.
  - **WIT evaluates eye movement, cognitive abilities, physical coordination, and time distortion responses.**
  - With strong privacy compliance, the WIT fosters greater employee engagement, boosting morale and gaining stronger acceptance from unions.

<sup>1</sup> "Dropping THC Testing Is Risky Business," originally published by Hound Labs, April 2023, cited in CCDAPP Newsletter, 2nd Quarter 2024. <https://ccdapp.org/wp-content/uploads/2024/06/CCDAPP-Newsletter-Q2-2024.pdf>

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## HOW WIT WORKS

- A trained tester holds an iPad, and asks an employee standardized questions with clear instructions.
- Observations of the worker are noted by the tester and entered into the app. These include responses to the key DRE tests mentioned above on what WIT evaluates. The tester also notes any odor of alcohol/cannabis, eye color and other physical signs and symptoms that might tie to impairment.
- All observations and tests aid in the defensibility of the test and its outcome.
- Once completed, the algorithm used is WITs' proprietary software, determines whether the employee is showing signs of impairment, or if the results are negative or inconclusive.
- Based on those immediate results, a decision is made by your team about whether other testing, including drug and alcohol screening is appropriate. This will depend in large part on what precipitated the test in the first place (ie. random, reasonable suspicion, return to work, etc.) and what your policy specifies.

## BENEFITS TO EMPLOYERS

- Use of WIT will improve workplace safety by providing a rapid impairment test that can be readily deployed when an incident occurs or there is reasonable suspicion noticed by a supervisor. These incidents and observations are sometimes passed over because of the hassles and downtime associated with drug/alcohol testing.
- Reduces enterprise risks through proactive identification of impairment before incidents, regulatory action, or litigation occurs.
- Protects of corporate reputation and shareholder value by minimizing high-impact safety events and associated claims.
- Improves operational efficiency through reduced downtime, workers' compensation exposure, and productivity losses linked to impairment-related incidents.
- Reinforces leadership accountability and safety culture, demonstrating commitment to employee well-being and workplace safety.
- Potential insurance premium incentives (where available), which may help offset implementation costs depending on jurisdiction and insurer.\*

\*Organizations implementing structured impairment prevention programs, including cannabis impairment detection and supporting policies, may qualify for insurance premium considerations. Eligibility and reductions vary by jurisdiction and insurer.

## OPPORTUNITY FOR A FREE TRIAL

- We are seeking a select group of companies to participate in a complimentary 3-month trial of WIT.
- During this trial, all fees will be waived, including training, iPad use and monthly licensing and usage fees.
- Ongoing support will also be provided throughout the trial period.
- The trial will be customized so your goals are achieved with respect to the fitness for duty aspect of your health and safety management policy.
- It can be used on a specific portion of your workforce and with any combination of your reasons for testing, i.e. random, pre-employment, pre-access, reasonable suspicion, post incident/accident, etc.
- This trial will also includes a no charge policy review by Current Consulting Group, the #1 brand in drug and alcohol industry consulting for all clients agreeing to implement WIT.
- For more information, **please contact Dr. Corey Adler at [cadler@workplaceimpairment.com](mailto:cadler@workplaceimpairment.com)**

**The gold standard of testing is a cohesive, layered, well-administered approach to information gathering. By accurately identifying impairment, organizations can introduce a stronger layer of deterrence, better risk mitigation, prevent accidents, and effectively balance employee rights with workplace safety.**

**Let us show you how WIT can identify potentially impaired workers BEFORE an event occurs!**

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