

CANNABIS POLICY

Whole Life Approach, LLC (WLA)

How WLA handles cannabis use during service delivery

For Clients

Your Right to Choose

If you are 21 or older, or you have an Oregon Medical Marijuana Program (OMMP) card, you have the legal right to use cannabis in Oregon. That is your choice. WLA respects it.

Your Goals Still Come First

Your Individual Support Plan (ISP) goals and service agreement goals do not stop because you choose to use cannabis. Staff will keep supporting you toward your goals.

You Are Responsible for Your Choices

You are responsible for the legal consequences of your own cannabis use — when, where, and how you use it. WLA's role is to support you, not to cover legal consequences for your personal choices.

Staff Can Help — Within Limits

Staff can offer general guidance on safe use within their comfort and skill level. If you need more expert support, WLA will connect you with the right professionals and services.

Ventilation

Oregon law requires you to allow staff to request proper ventilation during cannabis use. If a staff member asks, please cooperate. See [ORS 475C](#).

Questions about your rights or this policy? Talk to your supervisor or WLA management.

For Staff

Fit for Duty — Every Shift

You must arrive **fit for duty** at the start of every client-facing shift and any shift with vehicle use. This means physically, mentally, and functionally able to do the job safely. This applies regardless of the cause — cannabis, other substances, medications, fatigue, or anything else.

If You Are Unfit — Tell Someone

Give notice before your shift. Notify your client and supervisor. **Not disclosing creates worse outcomes than occasional absences.** Options include personal time off (PTO), group PTO, or remote administrative work at supervisor discretion.

Frequent call-offs may lead to schedule changes, client changes, disciplinary action, layoff, or activation of medical leave.

Consequences of Arriving Unfit

Arriving impaired and present at a shift may result in:

- Disciplinary action, up to and including termination
- Personal Medicaid fraud findings — individual staff may bear this liability, not only WLA
- Loss of Oregon I/DD provider registry standing
- Personal criminal exposure under state and federal law

Cannabis Storage in Vehicles

Oregon law sets specific storage rules. See [ORS 475C.226](#). Any traffic citation from improper storage is your personal legal liability, not WLA's.

- Keep cannabis out of reach of the driver — trunk or back seat
- A client's cannabis in the client's pocket or bag in the front seat is permitted
- Store in the personal property of the owner, in a child-proof or sealed container
- Not visible outside the vehicle; kept away from pets, children, and others who are not the owner

All rules and guidelines for staff and clients are crafted with both safety and legality in mind. If you have specific concerns, questions or feedback please go to the [feedback form](#) to submit a request.

§ 5 Acknowledgment & Signature

By signing below, I confirm I have read this policy in full, clarified any questions, and agree to follow these rules.

Client	Staff Member	Management
Printed Name	Printed Name	Printed Name
Signature	Signature	Signature
Date	Date	Date