

REGULATION 14

LICENSEE WORKPLACE REQUIREMENTS

14.010 Cannabis establishments required to maintain written policies and procedures prohibiting workplace discrimination or harassment.

14.010 Cannabis establishments required to maintain written policies and procedures prohibiting workplace discrimination or harassment.

1. Each licensed cannabis establishment that employs 15 or more employees shall adopt and implement written policies and procedures prohibiting workplace discrimination or harassment of a person based on the person's race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, or national origin, including, without limitation, sexual harassment. Such written policies and procedures must include, without limitation:
 - (a) The procedures and methods available to a person seeking to report an instance of workplace discrimination or harassment; and
 - (b) The procedures the licensed cannabis establishment will follow when investigating a report of workplace discrimination or harassment.
2. The written policies and procedures required by this section shall address and apply to workplace discrimination or harassment, including, without limitation, sexual harassment, committed by:
 - (a) A person within the cannabis establishment, including, without limitation, an owner, manager, employee, or independent contractor; or
 - (b) A person outside the cannabis establishment, including, without limitation, a customer, client, vendor, contractor, consultant, or other person that does business with the organization.
3. The Chair, the Chair's designee, Board Member, or Board Agent may, at any time, inspect the written policies and procedures required pursuant to this section, and all records related thereto of a licensed cannabis establishment.
4. The Chair, or the Chair's designee, may require a licensed cannabis establishment to submit the written policies and procedures adopted and implemented pursuant to subsection 1 for the Chair's, or the Chair's designee's, review. If the Chair, or the Chair's designee, makes an administrative determination that the licensed cannabis establishment's written policies and procedures do not adequately address the requirements set forth in subsection 1, the Chair, or the Chair's designee, may issue a determination identifying the deficiency and specifying a time certain within which the deficiency must be cured. Any licensed cannabis establishment affected by such an administrative determination may request a hearing from the Board.