

CANADORE COLLEGE
CORPORATE POLICY MANUAL

TITLE: Substance Use Policy – Recreational Cannabis and Alcohol

EFFECTIVE DATE: October 12, 2018

1. SCOPE

1.1 Authority

This policy is issued under the authority of the Senior Executive Team.

1.2 Application

This policy applies to all persons on all Canadore College property.

2. PURPOSE AND PRINCIPLES

Background

Canadore College is committed to providing a healthy working and learning environment for all members of the community while fostering a campus environment in which there is an atmosphere of learning and a sense of community that promotes the adoption of health enhancing attitudes and behaviours.

The College recognizes that personal wellbeing enhances academic success and may set a pattern for lifelong healthy living. With respect to alcohol and cannabis use, we endorse policies and programs that are within the limits of Ontario law, promote responsible choices, and take into account the following:

- 2.1 The most effective campus initiatives for promoting low risk alcohol and cannabis behaviours and safe environments are those developed by all stakeholders involved, including employees, students, and the student council representatives.
- 2.2 These initiatives encompass policies, educational programs, access to resources for those with impairment-related challenges and enforcement of sanctions.
- 2.3 Recreational cannabis and alcohol can lead to problematic substance use disorders and/or dependencies. Using cannabis and alcohol safely requires an individual to have a general knowledge of their actions as well as an understanding of his/her personal attitudes and reactions to the use of these substances.
- 2.4 The decision to consume or not consume cannabis or alcohol is a personal one. However, individuals are responsible for their actions while under the influence of these substances, and impairment is not an excuse for misconduct or for infringing upon the rights of others. Excessive use carries

- an increased risk of negative outcomes for both consumers and others who encounter them.
- 2.5 College campuses are deemed a “workplace” as defined by the *Occupational Health and Safety Act, 1990*, which allows for the prohibition of the use of recreational cannabis.
 - 2.6 Under authority of the *Ontario Cannabis Act, 2017*, the campuses are considered private property which signifies that Canadore College has the authority to strictly prohibit smoking, vaping, burning, or otherwise combusting recreational cannabis on property. As such all Canadore College properties, including residence buildings, are deemed cannabis free as of October 16, 2018.
 - 2.7 All employees of the College, including students participating in placement and other learning opportunities, are prohibited from consuming alcohol or recreational cannabis at any site that is a workplace, in accordance to the *Occupational Health and Safety Act*.
 - 2.8 Under the *Occupational Health and Safety Act*, anyone who is performing work when they are unable or unfit to do so safely can be considered a hazard to the workplace, themselves and others. An individual who may be at-risk of impairment must not complete work-related activities which may occur up to 48 hours after consuming cannabis or within 8 hours of consuming alcohol.
 - 2.9 Any College employee who believe they are dependent upon the use of cannabis or alcohol have a duty to self-disclose to Organizational Development and Talent Management (Human Resources) in order to mitigate a possible workplace incident while impaired. Individuals who self-disclose will not be penalized nor disciplined, however, the principle outlined in this policy for possession, consumption, distribution, or purchase and the enforcement consequences will still apply to all College employees who declare a dependency. Appropriate supports and accommodations will be provided to those who disclose a dependency to the College.

3. POLICY FRAMEWORK

This policy covers all use of recreational cannabis and alcohol on campus including students, employees, contractors, visitors, partners and other occupants under these general principles:

- 3.1 Campus and residence buildings are considered smoke-free facilities. Smoking, vaping, burning, or otherwise combusting cannabis in a building is in direct violation of the *Smoke-Free Ontario Act, 1994*, and carries penalties as set forth within the Act. Edible cannabis production is strictly prohibited on campus or in residence including the production of oils or other food products.
- 3.2 Growing of cannabis is not permitted on any property owned by Canadore College, either on campus or in residence, unless explicit written consent from the President’s Office is provided in conjunction to a license to produce cannabis as issued by the Government of Canada.

- 3.3 Use of prescribed medical cannabis is permitted under appropriate accommodation requests made through Campus Security or the Organizational Development and Talent Management department (Human Resources).
- 3.4 Use of medical cannabis for research purposes is only permitted under authority of the Vice President Academic via the Research Administration Policy C-24.
- 3.5 Lawful possession of recreational cannabis is permissible for those individuals 19 and older; anyone under this age limit will not be permitted to have in their possession any quantity of cannabis.
- 3.6 Those individuals over the age limit of 19, as per Ontario Legislation, will be permitted to possess up to 30 grams of lawfully obtained recreational cannabis in an odour-free closed container; however, consumption is not permitted on any property owned by Canadore College, its residences, or in any vehicle on its campuses.
- 3.7 All consumption of alcohol is governed by the *Liquor License Act, 1990*;
- 3.8 Alcohol may not be served in public places without a license or special permit issued under the authority of the Alcohol and Gaming Commission of Ontario.
- 3.9 The service, sale, possession and consumption of alcoholic beverages on campus are limited to licensed service areas, including 100 Elements dining room, unless a special permit liquor license is obtained for a special event. With the approval of the license holder, application for a Special Occasion Permit may be made by organizations, departments and others affiliated with the College.
- 3.10 Liquor consumption and possession in residence is permitted for those individuals above the Ontario legal drinking age of 19 as per the rules set forth in the Residence Community Living Standards.
- 3.11 The consequences of failing to comply with this policy, with the *Liquor Licence Act*, or with other related legislation are outlined under the Non-Academic Involuntary Withdrawal Policy (C-28) and Safe College Community Policy (B-29).
- 3.12 Alcohol may not be used as a prize, a reward, an incentive or for the personal gain of any event organizers. No marketing practices may encourage increased consumption.

4. ENFORCEMENT

All employees, students, organizations, residence occupants, and affected visitors must be familiar with this Policy and the sanctions for non-compliance. Violations to this Policy will be addressed through a combination of educational and disciplinary measures. Conduct that may be actionable includes, but is not limited to, illegal possession, use of recreational cannabis on College property, distribution, manufacture or sale of alcohol or cannabis, and underage possession or use. Any individual student, student group, organization, employee who is found to be in violation of this policy may be subject to disciplinary action or loss of privileges

through appropriate disciplinary procedures or via immediate trespass by Campus Security.

Disciplinary measures range from oral or written warnings up to and including a non-academic withdrawal or dismissal. Disciplinary measures imposed under this policy do not diminish or replace penalties under civil or criminal law. External organizations are responsible for their members and the conduct of their members during events it sponsors, and shall follow the policies and guidelines of the *Liquor Licence Act*, the *Ontario Cannabis Act*, and this policy. In the event of property or personal damage, restitution and/or denial of authorization for future events may be considered as part of the required disciplinary actions.

Students violating this Policy may be subject to one or more of the following sanctions:

- 4.1 Warning from Campus Security;
- 4.2 A fine for public intoxication, or drinking in public;
- 4.3 Completion of an Addiction Education Workshop provided through Student Services;
- 4.4 Clinical and professional referral to or by Campus Health Services or Student Services including a referral to a substance abuse program;
- 4.5 Disciplinary action under the non-academic withdrawal policy. Such penalties may include reprimand, probation, suspension or expulsion. Disciplinary action will be progressive, educational and individualized. A behavioural contract may be required and tailored to the severity of the behaviour, circumstances, and impact on the college community. Multiple offences which occur within and across departments will be considered cumulative and be disciplined more severely (i.e. individual offences on campus, residence, classroom, labs, and social and sports events are cumulative). Therefore, students who have prior multiple violations of this or other policies may receive more severe disciplinary actions.

5. ROLES AND RESPONSIBILITIES

5.1 Senior Executive Team

The Senior Executive Team is responsible for the initial approval of the policy and subsequent amendments.

5.2 Vice-President Enrolment Management, Indigenous and Student Services

The decision to apply discipline or to involuntarily withdraw a student for non-academic reasons will be made by the Vice President on the recommendation of the Student Support and Intervention Team. Authority for communicating this decision can be delegated by the Vice-President. As outlined in the non-academic withdrawal policy, the College may impose interim measures while a review of the student's case is ongoing and an appropriate response is being formulated. Interim measures may include

preventing or limiting a student from being on campus or participating in College activities.

5.3 Director, Organizational Development & Talent Management (ODTM)

The Director of ODTM has the responsibility of reviewing accommodation requests in relation to self-disclosure of an addiction, and reviewing of any employee non-compliance in relation to this policy.

5.4 Director Health, Safety, Security, Environmental & Corporate Services (HSSE)

The Director of HSSE has the overall responsibility for the enforcement and application of this policy.

6. EVALUATION

This policy will be reviewed every three years.