

## 4.8.9. Alcohol, Tobacco and Cannabis Use

### POLICY

The College of the Rockies (“College”) is committed to providing a safe and healthy environment for employees, students, contractors, volunteers and visitors. This policy seeks to create an environment in which legal substances are consumed responsibly and safely, inform of prohibited use and to discourage inappropriate use in our College community.

### PURPOSE

Alcohol, tobacco and cannabis use by individuals can create a health and safety risk for themselves and others. To address this risk, this policy provides direction to all employees, students, contractors, volunteers and visitors on the rules related to the use and prohibition of alcohol, tobacco and cannabis on College premises and at College-Approved events/activities.

On all College premises and College-Approved events/activities, employees, students and visitors are expected to obey the laws, College policy and to maintain an acceptable standard of conduct.

### SCOPE

This policy applies to all employees, students, contractors, volunteers and visitors on College premises and at College -Approved events/activities.

The rules set out in the Policy apply in addition to all applicable laws and regulations of Federal, Provincial and Municipal governments.

### DEFINITIONS

**Cannabis:** As defined in the *Cannabis Act*.

**Fit to Work:** An individual is in a physical, mental and emotional state which enables the individual to perform the tasks of their work successfully or in a manner which does not threaten the safety or health of oneself, co-workers, students, property or the public at large.

**Fit to Learn:** An individual is not under the influence of any legal, illegal drug, alcohol or other impairing substance or condition that will disrupt the learning experience or compromise the safety or health of oneself, college employees, students, property or the public at large.

**Impaired or Impairment:** A deterioration or diminishment of an individual’s physiological ability, functioning, judgement, or condition, including but not limited to being unable to function safely because of any substance(s).

**Substance Use Disorder:** The disorder as defined in the *Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition (DSM-5)*, including Cannabis Use Disorder.

**Employee:** For the purpose of this policy, an individual actively employed with the College in any capacity.

**Student:** For the purpose of this policy, a student is defined as a person who is registered in one or more credit or non-credit courses offered by the College.

**Use Cannabis, Cannabis Use or Use of Cannabis:** smoking, vaping, eating, ingesting, consuming, applying, or otherwise introducing Cannabis into or onto the body.

## **GUIDELINES**

### **A. FIT TO WORK AND FIT TO LEARN**

- A. 1 As it relates to the [Occupational Health and Safety Regulation \(Section 4.19 to 4.20\)](#) and this policy, individuals are required to be Fit to Work at all times during the work day and any other occasion while representing the College in a work capacity.
- A. 2 As it relates to this policy, students shall be Fit to Learn when in a College learning environment, whether at the College or at another offsite location worldwide as a student of the College.

### **B. ALCOHOL**

- B. 1 Consumption of alcohol on any College premises is limited to:
  - B. 1. 1 A College-Approved event.
  - B. 1. 2 Student Housing on the Cranbrook campus within the parameters set out in the *Purcell House Community Standards*.
- B. 2 Alcohol is not permitted to be used by employees on College premises.
  - B. 2. 1 Exceptions for employees attending a College-Approved social event where alcohol is served. At these events, employees are expected to limit their consumption of alcohol to reasonable and safe levels and to behave in a reasonable manner.

**C. TOBACCO**

- C. 1 Tobacco smoking and the use of smokeless tobacco and/or electronic cigarettes, vaping, electronic pipes, electronic cigars, electronic hookah, hookah pens and similar devices is prohibited in all College facilities and vehicles.
  
- C. 2 Smoking of tobacco and the use of smokeless tobacco and electronic cigarettes, vaping, electronic pipes, electronic cigars, electronic hookah, hookah pens and similar devices is not permitted within ten (10) meters of all College buildings, with the exception of those areas posted as designated smoking areas.
  - C. 2. 1 The College shall establish designated smoking areas as a means to control the health hazard associated with second-hand tobacco smoke by removing the hazard from close proximity to the building.

Signs will be posted to designated smoking areas with a “Smoking Area” sign. Highly visible signs will be posted as applicable to announce that other areas around College buildings are designated no smoking areas.
  
  - C. 2. 2 Exceptions for tobacco use can be granted by the President, for traditional and ceremonial events at approved times and places or as required by applicable human rights laws.
  
- C. 3 Where a College property is co-located on a School District property, tobacco smoking will not be permitted on the entire property, whether the property is owned by the College or the School District.

**D. CANNABIS**

- D. 1 Use of cannabis in all forms within all College facilities and vehicles and on all College premises is prohibited, except as explicitly authorized by the attached Appendix A – Designated Cannabis Use Areas.
  
- D. 2 Use of cannabis by employees is not permitted on College premises including all College facilities and vehicles
  
- D. 3 The cultivation, promotion, advertising or sale of any cannabis product or service on College property is prohibited, unless authorized for academic purposes by the President.
  
- D. 4 Possession of cannabis is permitted at the College provided that it is in accordance with all applicable legislation and College policy. Cannabis and cannabis accessories must be stored in scent-proof containers. Edible cannabis products must be labelled as such.
  
- D. 5 Exceptions to the above may be granted after consultation with the Director of Student Affairs or Executive Director of Human Resources & Payroll and the President, as appropriate.

## **E. MEDICAL ACCOMMODATIONS**

- E. 1 The College provides reasonable medical accommodation to students and employees in accordance with the *Human Rights Code*.
- E. 2 Where a College employee or student requires medical accommodation, they must notify the Executive Director, Human Resources & Payroll or Director, Student Affairs, as appropriate.
- E. 3 Accommodations may or may not result in use of cannabis on College premises.
- E. 4 Where an employee or student discloses an addiction or Substance Use Disorder, the College will assist them through the appropriate support services, and they will not be subject to discipline because of their disclosure or their involvement in a rehabilitation effort.

## **F. VIOLATIONS**

- F. 1 Reports of violations will be referred to Facilities/Campus Manager or through Security to Facilities, if appropriate. Which will then be relayed to the Director of Student Affairs or the Executive Director of Human Resources & Payroll, as appropriate.
- F. 2 Violations of this policy may be subject to College disciplinary action, including action that is in accordance with the Code of Ethics, collective agreement, terms of employment or Student Conduct Policy.

## **G. REVIEW AND ACCOUNTABILITY**

- G. 1 This policy will be reviewed in response to the changes in law or the needs of the College Community, and at least once every five years.
- G. 2 The Director of Student Affairs and the Executive Director of Human Resources & Payroll are responsible for updating and implementing this policy.

## **H. RELATED POLICIES, AGREEMENTS AND RESOURCES**

- [1.1.5 Code of Ethics](#)
- [2.4.4. Student Conduct](#)
- [<Draft Alcohol Serving Policy>](#)
- [Purcell House Community Standards and License Agreement](#)
- [Cannabis Act, S.C. 2018, c.16](#)
- [Controlled Drugs and Substances Act, SC 1996, c19](#)
- [Cannabis Control and Licensing Act, SBC 2018, C29](#)
- *College and Institute Act*
- Human Rights Code RSBC 1996, c210
- *Workers Compensation Act*
- [Occupational Health and Safety Regulation](#)

## **APPENDIX A**

### **DESIGNATED CANNABIS USE AREAS**

**1. Cranbrook Campus:**

One (1) designated cannabis use area is available in the smoking hut located directly south of Purcell House student housing.

**2. Regional Campuses:**

There are no designated cannabis use areas at other campus locations.