

## Ch4-s4-32 Substance Use Policy

Responsible Authority: Senior Manager, Public Safety and Risk Management  
 Approval Authority: Strategic Leadership Team  
 Date First Approved: 2018-10-12  
 Last Reviewed: NEW  
 Mandatory Review Date: 1 year from date of approval

### PURPOSE

The purpose of this policy is to regulate the use of alcohol, cannabis, drugs, and other substances on Confederation College Campuses.

### SCOPE

This Policy applies to all members of the College community including: governors, employees, students, student associations, contractors, suppliers of services and their employees, lessees/renters of space, individuals who are directly connected to any College initiatives, volunteers, and visitors.

### DEFINITIONS

Word/Term	Definition
College Community	Includes Board of Governors, employees, students, student associations, contractors, suppliers of services and their employees, lessees/renters of space, individuals who are directly connected to any College initiatives, volunteers, and visitors.
College Property	All buildings, vehicles, or property owned or leased by the College.
Harm Reduction	Programs and practices that aim primarily to reduce the adverse health, social and economic consequences of the use of legal and illegal substances without necessarily reducing consumption.

Substance	For the purpose of this policy, the term ‘substance’ broadly includes, without limitation, any stimulant, intoxicant, nervous system depressant, hallucinogen, or other chemical substance, compound or combination when used to induce an altered state, including any otherwise lawfully available product used for any purpose other than its intended use (e.g. the misuse of prescription drugs, non-prescription medications, or household products).
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## POLICY

### 1. General

Confederation College is committed to providing a safe, healthy and productive environment to work and study. As such, alcohol, cannabis, drugs, and other substances will be regulated in the following manner:

- a) The consumption, sale or distribution of alcohol is only permitted on College property in areas licensed in accordance with the *Ontario Liquor Licence Act (2016)*.
- b) The use, consumption, sale or distribution of cannabis, cannabis oils and/or cannabis edibles is prohibited on College property.
- c) The possession, use, consumption, manufacturing, sale or distribution of illicit drugs as per the Controlled Drugs and Substances Act is prohibited on College property. Further, the manufacturing, sale or distribution of drug paraphernalia is prohibited.
- d) The possession of any substance, as defined in this policy, with the intent to deliver, sell or manufacture is prohibited on College property.
- e) Individuals holding a current prescription from a health care practitioner, who request the use of medical cannabis on College property, must first seek approval through the appropriate office responsible for academic and/or workplace accommodations. In safety sensitive positions and or programs, it may be necessary to consult with faculty, supervisors and/or managers when establishing an appropriate accommodation plan.
  - i. Students must submit their request to Student Accessibility Services (Student Success Centre)
  - ii. Employees must submit their request to the Employee Health & Wellness Consultant (Human Resources Services)
- f) Individuals whose use of prescription drugs and over the counter medications, on or off College property, could compromise their capacity to safely participate in their academic program, or execute their workplace duties are expected to consult with their professor or supervisor to discuss potential alternate arrangements.

Confederation College recognizes the risks associated with substance use, and acknowledges that individual members of the College community may have complex and in some circumstances, addictive relationships with alcohol, cannabis and/or other drugs. Drug and alcohol addiction is identified as a disability under *The Ontario Human Rights Code*; individuals who disclose a dependence will be assisted and accommodated according to the Student Accommodation Practice and/or the Workplace Accommodation and Return to Work Policy.

**2. Responsibilities**

- a) All members of the college community shall comply with this policy at all times.
- b) Within the scope of their responsibilities, all employees have a general duty to ensure compliance with this policy.
- c) The main focus of policy enforcement will be voluntary compliance through education, signage and awareness.

**3. Prevention and Education**

- a) The College will take reasonable steps to ensure awareness of this policy, and will be proactive in undertaking education programming on harm-reductive use as well as individualized support.

**PROCEDURE**

	<b>Action</b>	<b>Responsibility</b>
<b>1.</b>	<b>Accommodation</b>	
1.1	Individuals requesting accommodation (e.g. medical cannabis) must first make their request known and seek approval through the appropriate office. Students must notify Accessibility Services in the Student Success Centre and employees must notify the Employee Health & Wellness Consultant in Human Resources Services.	Individual requesting accommodation
1.2	The appropriate office will work together with the individual requesting accommodation and establish a plan as per either the Student Accommodation Practice or the Workplace Accommodation and Return to Work Policy.	Student Accessibility Services / Human Resources Services
<b>2.</b>	<b>Behavioural Standards and Acts of Non-Compliance</b>	
2.1	Behaviours arising from acute or prolonged substance use can be similar to behaviours associated with other health-related conditions e.g. fatigue, lack of concentration, and altered sensory capacity are common to a range of conditions not associated with substance use. Interventions on disruptive or unsafe behaviour in the academic setting or workplace ought to focus on the behaviour itself rather than the assumed or known cause of the behaviour.	College Community
2.2	When an individual’s behaviour, regardless of whether or not it is the suspected result of substance use, could pose a risk to their safety or the safety of others in an academic or workplace setting, the faculty member or supervisor reserve the right to limit the individual’s participation until such a time as safe participation can be restored.	Faculty, Managers / Supervisors

2.3 Complaints relating to such decisions should be addressed through the Academic Dispute Resolution Process in the case of students or the Respectful Work and Learning Environment Policy in the case of employees.

2.4 If it is determined that an individual’s behaviour could pose a risk to their safety or the safety of others through the operation of a motor vehicle, alternate transportation will be arranged. It is the duty of the faculty member or supervisor to ensure such requirements are met.

Faculty, Manager / Supervisor

At the Thunder Bay campus location, Security Services shall be notified and will arrange appropriate transportation. At regional campus locations, taxi services (where available) or police services shall be contacted directly.

2.5 It is the responsibility of all employees to signal available supports to students and/or employees if they believe an individual needs assistance to address behaviours that have a negative impact on the individual’s capacity to participate in an academic program or in the execution of workplace duties. Employees may obtain support from Human Resources Services and students may obtain support from Counselling Services or other services in the Student Success Centre.

College Community

2.6 Contraventions of this Policy will be addressed within the parameters of the Student Code of Conduct and the Code of Conduct for employees.

**3. Exceptions**

3.1 Possession of substances on College property, as defined in this policy, may be permitted in the case of a class assignment, public presentation or exhibition, or other expressly approved purpose. Written requests must be submitted in advance to the Senior Manager, Public Safety and Risk Management for approval. Upon approval by the Senior Manager, Public Safety and Risk Management, communication will be provided to all parties involved to ensure they are made aware of the approval.

College Community / Public Safety

## RELATED POLICIES

Ch4-s2-06 Code of Conduct

Ch5-s2-02 Student Code of Conduct

Ch4-s4-14 Workplace Accommodation and Return to Work Policy

Ch5-s4 04 Student Accommodation Practice

Ch2-s2-01 Respectful Work & Learning Environment Policy

## RELATED MATERIALS

Smoke Free Ontario Act: [www.ontario.ca/laws/statute/94t10](http://www.ontario.ca/laws/statute/94t10)

It's about respect: [www.confederationcollege.ca/respect](http://www.confederationcollege.ca/respect)

The Ontario Human Rights Commission: [www.ohrc.on.ca](http://www.ohrc.on.ca)

The Ontario Human Rights Code (1990): [www.ontario.ca/laws/statute/90h19](http://www.ontario.ca/laws/statute/90h19)

The Ontario Occupational Health & Safety Act (1990): [www.ontario.ca/laws/statute/90o01](http://www.ontario.ca/laws/statute/90o01)

The Controlled Drug and Substances Act: <http://laws-lois.justice.gc.ca/eng/acts/C-38.8>