



IMPAIRMENT POLICY FOR STUDENTS

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A. PURPOSE

This policy articulates the College’s expectations of Students in relation to attending the College and participating in College activities, free from the impairing effects of alcohol or Drugs, including medication.

B. SCOPE

This policy applies to all students of the College (“Students”)

C. DEFINITIONS

1. **College Campuses and Properties:** includes any building, structure, parking lots, College vehicle, space or land (including vacant land or space) controlled, owned, leased and/or occupied by the College.
2. **College-Related Activities:** any type of activity conducted under College auspices, at any location, including but not limited to instruction, practica, co-op or other work experience placements, international field schools, sports events and artistic performances. All activities on the College’s campuses and training centres are College-related unless they are within the exclusive control of an organization or group external to the College.
3. **College Community:** College employees, Students, Board members, contractors, and any other person who is contractually obligated to comply with this policy.



4. **Drug(s):** Includes but is not limited to any substance which affects a person's physical or mental capacity or functioning, which causes a marked change in consciousness, or has a physiological effect when ingested or otherwise introduced into the body, and includes both legal and illegal forms of such substances.
5. **Fit to Learn:** a Student is not under the influence of any legal or illegal Drug, alcohol, medication or other impairing substance or condition that will disrupt the learning experience or compromise the safety of the individual or others.
6. **Impaired or Impairment:** a deterioration or diminishment of an individual's physiological ability, functioning, judgment, or condition, and includes but is not limited to being unable to function as that individual does under normal or usual conditions, or safely because of intoxication by any substance.
7. **Medication:** a substance obtained legally, either over-the-counter or through a doctor's prescription that is taken in accordance with a doctor's directions or, if over-the-counter, taken in accordance with the directions of the manufacturer.
8. **Responsible Administrator:** An executive of the College, or an administrator responsible for the operations of a College Department, Faculty, or service area, e.g., Dean, Director, Chief Information Officer, Registrar.
9. **Substance Use Disorder(s):** a condition in which the recurrent use of alcohol, drugs, medication or any other substance causes impairment of daily life, such as health problems, disability, and/or failure to meet responsibilities at work, College or home, and includes the conditions classified as substance use disorders in the *Diagnostic And Statistical Manual Of Mental Disorders*, current edition, as amended.
10. **Student:** A person enrolled as a student at the College in credit or non-credit courses.

D. POLICY STATEMENTS

1. The College is committed to promoting and maintaining a healthy and safe learning and work environment in which the College Community is protected from the impairing effects of alcohol and Drugs.
2. Students shall not attend College Campuses and Properties or participate in any College Activities while impaired by Drugs and/or alcohol.
3. Faculty must supervise Students and take reasonable steps to ensure that no Student under their supervision participates in any College Activities while believed to be impaired by Drugs and/or alcohol.



4. Students are prohibited from selling, promoting, manufacturing, distributing, or advertising alcohol or Drugs and drug-related paraphernalia on College Campuses or Properties.
5. Students are prohibited from using illegal Drugs on College Campuses or Properties.
6. Consumption of alcohol is prohibited anywhere on College Campuses and Properties except in areas licensed and designated for such purposes.
7. College Security personnel will monitor compliance with this policy and report breaches of the policy to the appropriate Responsible Administrator for follow up.
8. Students with a Substance Use Disorder(s) are encouraged to seek appropriate counselling and treatment.
9. The College acknowledges that some Students may struggle with Substance Use Disorder(s), and will provide reasonable accommodation to such Students in accordance with the *BC Human Rights Code*.
10. If a Student is prescribed Cannabis for medical purposes, the College may accommodate this requirement with proper safeguards in place, and in accordance with the *Tobacco and Smoke-Free Campuses and Properties* policy. However, Students do not have an absolute right to *smoke* Cannabis on College premises, even for medical purposes.
11. Violation of this policy may result in the Student facing discipline pursuant to the College's Standards of Student Conduct Policy.

E. PROCEDURES

N/A

F. LINKS TO SUPPORTING FORMS, DOCUMENTS, WEBSITES, RELATED POLICIES

[Administration Policies Page](#)

- College Facilities Use
- College Related Events Involving Alcohol
- Health and Safety
- Off-Campus Activity Involving Students
- Standards of Student Conduct
- Tobacco and Smoke-free Campuses and Properties



G. RELATED ACTS AND REGULATIONS

- [Cannabis Act, S.C. 2018, c. 16](#)
- [Controlled Drugs and Substances Act, S.C.1996, c. 19](#)
- [Access to Cannabis for Medical Purpose Regulations SOR/2016-230](#)
- [Cannabis Control and Licensing Act, SBC 2018, C29](#)
- [BC Human Rights Code, RSBC 1996, c. 210](#)

H. RELATED COLLECTIVE AGREEMENTS

N/A