

IMPAIRMENT POLICY FOR STUDENTS

Policy Name: Impairment Policy for Students	Responsible Owner: Vice President, Student Affairs	Created: 2018 Oct
Policy Number: A66	Approval Body: SMT	Last Reviewed/Revised: 2025 Jun
Category: Administration	Replaces: N/A	Next Review: 2031 Jun

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A. PURPOSE

This policy articulates Douglas College’s expectations of Students in relation to attending Douglas College (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.

C. DEFINITIONS

College Campuses and Properties: In addition to the College’s physical campuses and centres, includes, for the purposes of this policy, any building, structure, parking lot, College vehicle, space or land (including vacant land or space) controlled, owned, leased and/or occupied by the College, as well as technology and technological spaces—such as online learning platforms and social media networks—that are relied upon by Students and/or Employees in the completion of their studies and/or work.

College-Related Activities: Any type of activity conducted under the auspices of the College, at any location, including online or virtual locations (e.g., instruction, practica, co-op or other work experience placements, international field schools, sports events and artistic performances); events and activities held on the College Campuses and Properties but within the exclusive control of an organization or group external to the College are not deemed College-related.

College Community: All College employees, Students and Board members, and any other person who is contractually obligated to comply with College policy.

Drug(s): Includes but is not limited to any substance that affects a person's physical or mental capacity or functioning, causes a marked change in consciousness, or has a physiological effect when ingested or otherwise introduced into the body; includes both legal and illegal forms of such substances.

Fit to Learn: The state in which a Student is mentally and physically ready to engage in learning, with appropriate supports and reasonable accommodations in place, and the Student is able to participate fully in and benefit from educational activities, free from health or other Impairments that significantly hinder this readiness.

Impaired or Impairment: A deterioration or diminishment of an individual's physiological ability, functioning, judgement, or condition; includes but is not limited to the individual being unable to function as that individual does under normal or usual conditions, or safely, because of intoxication by a substance.

Medication: A substance obtained legally, either over-the-counter or through a doctor's prescription and taken in accordance with the directions of the manufacturer, if over-the-counter, or with a doctor's directions.

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).

Substance Use Disorder: 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; includes the conditions classified as Substance Use Disorders in the *Diagnostic And Statistical Manual Of Mental Disorders*, current edition, as amended.

Student: A person enrolled in studies at the College in credit or non-credit courses.

D. POLICY STATEMENTS

1. Douglas College is committed to promoting and maintaining a healthy and safe learning and work environment in which members of the College Community are protected from the effects of alcohol and Drug Impairment.
2. Students shall not attend College Campuses and Properties or participate in any College-Related Activities while Impaired by Drugs or alcohol.
3. Faculty must supervise Students and take reasonable steps to ensure that no Student under their supervision participates in any College-Related 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 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 potentially impairing substances (e.g., cannabis) for medical purposes, the College may accommodate this requirement with proper safeguards in place, and in accordance with other relevant policy (e.g., the *Tobacco and Smoke-free Campuses and Properties* policy). However, Students do not have an absolute right to consume drugs on College premises, including cannabis, even for medical purposes, and are responsible for being Fit to Learn while attending College Campuses or Properties or participating in any College-Related Activities.
11. The smoking, burning or use of tobacco products, controlled substances or non-regulated and legal organic substances as part of cultural, religious or spiritual ceremonies and practices may be accommodated with proper safeguards in place, and in accordance with the *Tobacco and Smoke-free Campuses and Properties* policy.
12. Violation of this policy may result in the Student facing discipline pursuant to the College's *Student Non-academic Misconduct Policy*.

E. PROCEDURES

Violations of this policy will be addressed according to procedures associated with the *Student Non-academic Misconduct Policy*.

F. SUPPORTING FORMS, DOCUMENTS, WEBSITES, RELATED POLICIES

Related [Administration Policies](#) are publicly available on the College website:

- *College-Related Events Involving Alcohol*
- *Human Rights*

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- *Occupational Health and Safety*
 - *Off-Campus Activity Involving Students*
 - *Student Non-academic Misconduct*
 - *Tobacco and Smoke-free Campuses and Properties*
 - *Use of College Facilities*

G. RELATED ACTS AND REGULATIONS

The following related legislation is available on the Government of BC Laws website:

- [Cannabis Control and Licensing Act](#) [SBC 2018], c. 29
- [Human Rights Code](#) [RSBC 1996], c. 210

The following related legislation is available on the Government of Canada's Justice Laws website:

- [Cannabis Act](#) [SC 2018], c. 16
- [Controlled Drugs and Substances Act](#) [SC 1996], c. 19

H. RELATED COLLECTIVE AGREEMENTS

N/A