

# IMPAIRMENT AND THE USE OF ALCOHOL, CANNABIS, OTHER DRUGS AND SUBSTANCES

This document is the parent policy for any College procedures. Questions regarding this policy are to be directed to the identified Policy Owner.

<b>Category:</b>	G. People & Culture
<b>Policy Number:</b>	G10
<b>Approval Date:</b>	January 15, 2020
<b>Effective Date:</b>	January 15, 2020
<b>Policy Owner:</b>	Chief People & Culture Officer

<b>Objective:</b>	Olds College of Agriculture & Technology (the “College”) is committed to the health and safety of its employees and has adopted this policy to prevent impairment and to communicate its expectations and guidelines surrounding the use of alcohol, cannabis, other drugs and substances.
<b>Policy:</b>	<p>Employees impaired by cannabis, alcohol, other drugs or substances while at work can pose serious health and safety risks both to themselves, students and other colleagues. An individual will be considered to be impaired if under the influence of alcohol, cannabis, other drugs or substances, irrespective of whether the level of such influence would constitute impairment under the Criminal Code of Canada or any other legal doctrine.</p> <p>To help ensure a safe and healthy environment for all employees, students, guests, and campus partners including the Campus Learning Community (CLC) and Olds High School, the College prohibits the consumption of cannabis on College property. The College also prohibits the cultivation of cannabis plants unless permitted through an academic program or College sponsored research. The College also limits the consumption of alcohol on College property and at College sponsored events.</p> <p><b>Expectations</b></p> <p>The following expectations apply to all employees while conducting work on behalf of the college, whether on or off college property:</p> <ul style="list-style-type: none"> <li>• Employees are expected to arrive at work free of impairment and able to perform their duties safely and professionally;</li> <li>• Support a safe working environment and report unsafe working conditions due to suspected impairment;</li> <li>• Use of cannabis or alcohol during work hours, including during paid breaks, is prohibited;</li> </ul>

Definitions:
Related Information:
Related Procedures:
Review Period:
Revision History:

<ul style="list-style-type: none"> <li>• Employees are prohibited from working while impaired by alcohol, cannabis, other drugs or substances;</li> </ul> <p><b>Exceptions</b></p> <ul style="list-style-type: none"> <li>• Employees on prescription medication must communicate to management any potential risk, limitation, or restriction requiring modification of duties or other accommodation.</li> <li>• Consumption of alcohol related to the training, production, sampling, tasting and quality control of products produced on campus are acceptable under this policy. Special care should be exercised to ensure that impairment does not result from this consumption.</li> <li>• Serving alcohol at approved celebratory events involving employees, held on campus with the appropriate liquor license.</li> </ul>
<p>E01 Alcohol Use Services G02 Code of Conduct F12 Hospitality and Alcohol G15 Occupational Health and Safety</p>
<p>G10 Impairment and the Use of Alcohol, Cannabis, Other Drugs &amp; Substances</p>
<p>3 years</p>
<p>New Policy: September 2018 Revised: January 2020</p>