

IMPAIRMENT FROM THE USE OF ALCOHOL, CANNABIS, OTHER DRUGS & SUBSTANCES

This procedure is governed by its parent policy. Questions regarding this procedure are to be directed to the identified Procedure Owner.

Category:	I. Student Experience
Parent Policy:	I02
Approval Date:	November 7, 2025
Effective Date:	January 1, 2026
Procedure Owner(s):	Vice President, Student Experience Registrar & Director, Student Services

Overview:	Expectations The following expectations apply to all students: <ol style="list-style-type: none"> 1. Students are expected to arrive at learning activities free of impairment, regardless of cause, and able to actively participate safely and professionally. 2. Students should take appropriate action (if safe to do so) if fellow learning participants are believed to be impaired. 3. Students believed to be impaired will be removed from learning activities. 4. Special care should be exercised to ensure that impairment does not result from consumption of alcohol related to the training, production, sampling, tasting and quality control of products. 5. Students on any prescription medications that may lead to impairment must register with Accessibility Services (see procedures).
Procedures:	Roles and Responsibilities Olds College will: <ol style="list-style-type: none"> 1. Clearly communicate expectations surrounding impairment due to alcohol, cannabis, and other drug use. 2. Maintain a program of health promotion, and harm reduction. 3. Provide a safe learning environment. 4. Ensure that any student who asks for help due to alcohol, cannabis, or other drug dependency is provided with the appropriate support. 5. Provide accommodation for students using prescription medication with the potential for impairment. Staff and Instructors will: <ol style="list-style-type: none"> 1. Identify any situations where a student's ability to safely participate in learning activities is compromised due to impairment.

2. Remove those students who are believed to be impaired from learning activities.
3. Direct students to appropriate college resources.
4. Maintain confidentiality and privacy where appropriate.

Students will:

1. Arrive to learning activities free of impairment and remain as such for their duration.
2. Report limitations and required modifications as a result of prescription drugs that may cause impairment.
3. Support a safe learning environment and report unsafe learning conditions due to suspected impairment.
4. Seek advice and/or appropriate treatment, where required.

Suspicion of Impairment

The following procedure will be enacted if there is a reasonable belief that a student is impaired. If students suspect that another student is impaired, the student should notify an appropriate college staff member or contact Campus Security. This procedure may be enacted by any staff member, or escalated to a supervisor, and may include consultation with Health & Wellness where deemed necessary.

1. Take a moment to pause and assess the situation.
2. If behaviour is violent, destructive, harmful, aggressive, or threatening to self or others, call Security at 403-556-8224 or 911.
3. If the student is cooperative:
 - a. Escort the student to a private area to discuss the specific behaviour you are observing and allow them an opportunity to respond.
 - b. Suspicions of a student's ability to function safely may be based on specific personal observations of behaviour and physical signs.
 - c. Use the Impairment Checklist and Report Form included in the appendix to assist in the assessment of impairment.
 - d. If possible, the instructor/staff member will first seek another instructor/staff member's opinion to confirm the student's state.
 - e. Be clear that you suspect they may be impaired and list the observations that lead you to believe this.
4. If, in the opinion of the staff member, the student is considered impaired, the student should not be permitted to return to the learning activities for the remainder of the day in order to ensure their safety and the safety of other students, employees or visitors.
5. The staff member will advise the impaired student to visit the Health & Wellness Centre which can arrange safe and appropriate transportation to their home address or to a medical facility, as necessary.
6. An impaired student should not be allowed to drive. The student should be advised that if they choose to refuse Olds College-organized transportation and make the decision to drive their personal vehicle, the College is obligated to contact the police to make them aware of the situation.
7. A completed Impairment Checklist and Report Form should be sent to the Associate Dean and the Director responsible for the Health & Wellness Centre. The Office of the Dean or designate will communicate any student absences to the impacted Faculty.
8. The Associate Dean may schedule a follow-up meeting to review the incident and determine next steps, which may include, but are not limited

	<p>to: disciplinary outcomes, a return to study plan, conditions or recommendations for treatment in consultation with the Health & Wellness Centre.</p> <p>9. Students in violation of this policy may be subject to disciplinary outcomes as outlined in the Non-Academic Misconduct procedure.</p> <p>Prescription Medication Students on any prescription medications that may lead to impairment must register with Accessibility Services. Students may obtain an accommodation by registering with Accessibility Services (see Policy I03: Disabilities & Accessibility Support).</p> <p>Substance Dependency Beyond instances of impairment, the College understands that individuals may develop a dependency on certain substances, which may be defined as a disease or disability. The College promotes early diagnosis. Any student who suspects that they might have an emerging drug or alcohol dependency should seek appropriate treatment promptly. Confidential support can be obtained from the Health & Wellness Centre.</p>
Definitions:	<p>Impairment: A student's capacity to participate safely and professionally in learning activities is compromised, regardless of cause.</p> <p>Learning Activities: Any activities related to the student's academic program, including classroom, lab, field, practicum, training, production, or sampling activities.</p> <p>Prescription Medication: Medications that may cause impairment and must be reported to Accessibility Services; accommodations may be requested.</p> <p>Substance Dependency: Recognized by Olds College as a medical condition; students experiencing or suspecting dependency are encouraged to seek treatment and support.</p> <p>Impairment Checklist and Report Form: A College form used to document observations and actions taken when a student is suspected of impairment.</p> <p>Reasonable Suspicion of Impairment: Observations or circumstances that give a staff member cause to believe a student is impaired, triggering action steps outlined in the procedure.</p>
Related Information:	<p>Appendix - Impairment Checklist and Report Form</p> <p>E01 Alcohol Use & Service I03 Disabilities & Accessibility Support I06 Medical Services I07 Student Code of Conduct I02 Student Rights & Responsibilities Policy I02 Student Disputes, Complaints & Appeals Procedure I02 Non-Academic Misconduct Procedure I02 Academic Misconduct Procedure</p>
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