
Cannabis Use Policy

1. Overview

- 1.1 The University of Lethbridge (the “University”) is committed to fostering a safe and healthy environment for the University Community, where being Fit to Work and Fit to Learn are the guiding priorities.
- 1.2 Choices regarding Cannabis use must be guided by University policy and relevant Legislation.
- 1.3 Cannabis use can be impairing and can affect people other than the individual using it.
 - Second hand smoke is a health hazard. The University is committed to minimizing contact with second-hand smoke.
 - Cannabis use can cause cognitive Impairment, affecting an individual’s performance and decision-making, and potentially putting others’ safety and wellbeing at risk.
 - Legislation requires the specific protection of Minors from being exposed to, provided with, or being in possession of, Cannabis.
- 1.4 The University is committed to providing relevant and current information to its community regarding the implications of the use of Cannabis.

2. Purpose

- 2.1 To manage and control the personal, recreational and public use of Cannabis and the related behaviour of the University Community.
- 2.2 Permits accommodation of the Medicinal Use of Cannabis.
- 2.3 Ensure that the University complies with applicable Legislation and that institutional policies are designed to provide a safe environment.

3. Application and Scope

This policy applies to:

- 3.1 The University Community.

Authority	Responsibility	Responsible Office	Effective Date:
Board of Governors	Vice-President (Finance & Administration)	Chief Safety Officer, Campus Safety	October 17, 2018

- 3.2 University owned, operated and leased properties provided that in the event of a conflict between this policy and any rules put in place by the owner or landlord of such leased property such other rules of the owner or landlord shall apply, if they are more restrictive.
- 3.3 This policy complements, may interact with, and a breach may trigger, other university policies, procedures, collective agreements, undergraduate or graduate studies calendars, contracts and professional codes of conduct and shall be read in a manner which operates in conjunction with, and not as conflicting with, those policies.
- 3.4 This policy is not intended to discourage or prevent individuals from receiving accommodation for the Medicinal Use of Cannabis.

4. Exclusions

- 4.1 Subject to applicable Legislation, this policy will not be interpreted or applied so as to limit or amend the provisions contained in any Handbook, collective agreement or employment manual entered into between the University and its employees.
- 4.2 This policy does not apply to University-authorized academic or research projects or purposes.

5. Definitions

For the purpose of this policy:

- 5.1 **“Cannabis”** means a cannabis plant and any part of a cannabis plant, including the phytocannabinoids produced by, or found in, such a plant, regardless of whether that part has been processed or not. Any substance or mixture of substances that contains or has on it any part of such a plant. Any substance that is identical to any phytocannabinoid produced by, or found in, such a plant, regardless of how the substance was obtained.
- 5.2 **“Cannabis Accessory”** means (a) a thing, including rolling papers or wraps, holders, pipes, water pipes, bongs and vaporizers, that is represented to be used in the consumption of Cannabis or a thing that is represented to be used in the production of Cannabis; or (b) a thing that is deemed to be represented to be used in the consumption or production of Cannabis.
- 5.3 **“Contractor(s)”** means a person, partnership or group of persons who, through a contract, an agreement or ownership, directs the activities of one or more employees involved in work at a work site.
- 5.4 **“Designated Cannabis Use Areas”** means locations identified by the University where Cannabis Use is permitted as such locations are set out in the attached [Appendix A](#).

- 5.5 **“Edible Use”** means the eating, drinking or ingesting of Cannabis containing products by way of mouth, using devices or not, but does not include inhaling, vaping or smoking.
- 5.6 **“Fit to Work”** means that an individual is in a physical, mental, and emotional state which enables the individual to perform the essential tasks of their work successfully or in a manner which does not threaten the safety or health of oneself, co-workers, property, or the public at large.
- 5.7 **“Fit to Learn”** means that an individual 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.
- 5.8 **“Impairment”** means a disturbance of the body or mind (and related functions) from any cause that results in an unacceptable risk to the individual or others related to the individual’s ability to safely perform a task at work, in the learning environment or recreationally. Impairment is a state of mind or body that causes the individual to become a hazard to self or others.
- 5.9 **“Legislation”** means applicable law that is enacted by the Federal Government, Provincial Legislature, Municipal Council or other governing body having jurisdiction. (e.g. the Alberta Gaming, Liquor and Cannabis Act)
- 5.10 **“Medicinal Use”** means the Use of Cannabis as prescribed by a physician who is licensed to practice medicine in Canada and is authorized by their respective governing body to prescribe Cannabis for medicinal purposes in Alberta.
- 5.11 **“Minor”** means a person under the age of 18 years.
- 5.12 **“Personal Use”** means any use of Cannabis that is not Medicinal Use.
- 5.13 **“University Community”** means all employees, students, postdoctoral fellows, volunteers, Contractors, Visitors, and other individuals who work, study, conduct research or otherwise carry on the business of the University.
- 5.14 **“Use”** means smoking, vaping, applying, inhaling, eating and otherwise consuming, injecting, or ingesting of Cannabis, whether using Cannabis Accessories or not, and specifically includes those activities defined as Edible Use.
- 5.15 **“Visitor”** means an individual or group that is neither registered as student(s) nor university staff and who attends University-owned, operated or leased property.

6. Policy

- 6.1 The Use, sale, growth, and preparation of Cannabis (indoors or outdoors) on University owned, operated or leased property is prohibited except as explicitly authorised by this policy.
- 6.2 Cannabis Use is only permitted:

- 6.2.1 at the University at the Lethbridge campus in Designated Cannabis Use Areas ([Appendix A](#));
- 6.2.2 at such other temporary locations as may be approved by way of a written special permission of the University (Chief Safety Officer, Campus Safety) and there is no appeal of that decision.
- 6.2.3 in circumstances when Medicinal Use has been accommodated by the University for identified individuals.
- 6.2.4 Edible Use is permitted by Residence Students and their guests only, subject to any limitations and requirements contained in the Residence Community Handbook, in private residence accommodations on the Lethbridge campus where none of the occupants of the accommodation are Minors and in licensed residence game rooms on the Lethbridge campus where the use of such room does not permit the presence of Minors.
- 6.3 With regard to spaces leased by the University, including the Calgary campus, this policy shall apply unless the policy or regulations of the owner or lessor of such other spaces impose more restrictions in which case the said policy or regulation shall apply (e.g. Bow Valley College, CASA).
- 6.4 For clarity, it is confirmed that the smoking and vaping of Cannabis is prohibited indoors. In addition to any other restriction or prohibition contained in this policy, the smoking or vaping of Cannabis is prohibited in any place where smoking is prohibited under the [University's Smoking Policy](#)
- 6.5 Fit to Work and Fit to Learn
- Individuals are required to be Fit to Work at all times during the work day and any other occasion while representing the University in a work capacity.
 - Students shall be Fit to Learn when in a University learning environment, whether at the University or at another offsite location worldwide as a student of the University.
 - Disruptive, unsafe and dangerous behaviour will not be tolerated. Such behaviour will be addressed according to the relevant policy, University undergraduate or graduate studies calendar provision, contract, employment manual, or collective agreement.
- 6.6 Highly potent forms of Cannabis (including but not limited to budder and shatter) and their preparation increase the risk of overconsumption of Cannabis and are prohibited.
- 6.7 All Cannabis brought on to any University owned, operated or leased space must be legally obtained.
- 6.8 Accommodation of Medicinal Use - Cannabis

- 6.8.1 The University will adhere to Alberta Human Rights Legislation regarding its consideration of requests for accommodation of the authorized Medicinal Use of Cannabis.
- 6.8.2 Requests for accommodation will be assessed on a case-by-case basis and will be dealt with according to Human Resources procedures for employees and by Accommodated Learning or Housing Services for students.
- 6.9 Cannabis possession and storage: Possession and storage of Cannabis for Personal Use is permitted at the University provided that it is done in accordance with all applicable Legislation and University policy and guidelines (e.g. [Guidelines on Scented Products](#)). Edible Cannabis products must be labelled as such.
- 6.10 Preparation, sale and/or distribution of products containing Cannabis and/or the preparation, sale and/or distribution of Cannabis Accessories are prohibited on any University owned, operated or leased properties.
- 6.11 Advertising/Marketing Cannabis and/or Cannabis Accessories is prohibited on any University owned, operated or leased properties.
- 6.12 Violators of this policy may be prosecuted under applicable Legislation resulting in specified legislated penalties. Violators of this policy [and related University policies](#) may also be subject to University disciplinary action, including action that is in accordance with the provisions contained in the undergraduate and graduate studies calendars and any collective agreement or employment manual entered into between the University and its employees.
- 6.13 Awareness and Education

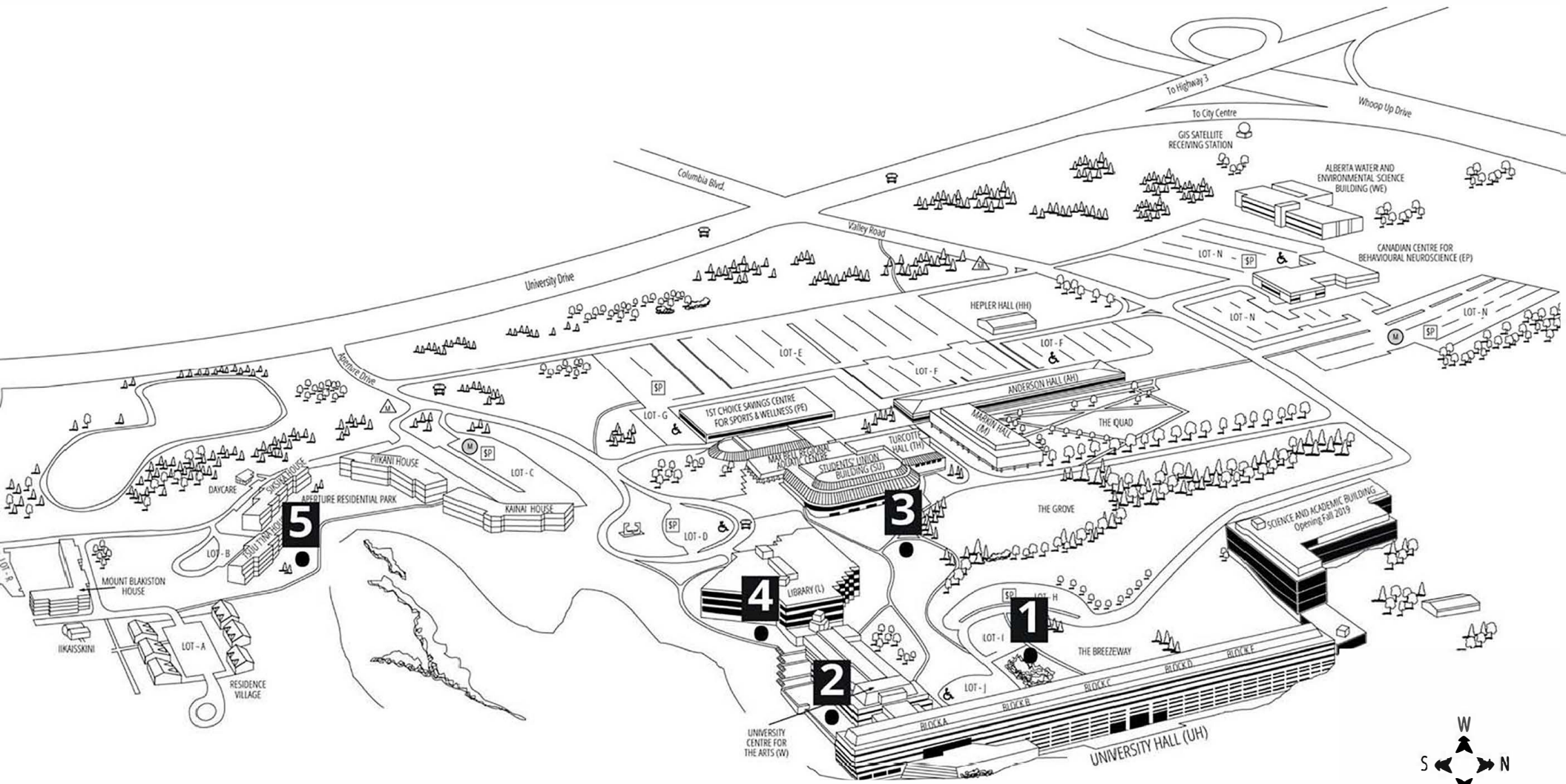
The University is committed to offering ongoing education and promoting awareness initiatives about Cannabis to students and employees. It will develop, implement and support ongoing education initiatives utilizing an awareness, prevention and harm reduction approach.

APPENDIX A

Designated Cannabis Use Areas

- Lethbridge campus – 5 outdoor, marked locations which must be outside of 10 metres of any building and/or facility:
 1. near fire pit, protected, near University Hall residence;
 2. patio, next to the atrium at the south end of University Hall;
 3. outside the Students' Union Building Zoo, a minimum of 10 metres from any entrance, in a designated and marked area;
 4. LINC Level 9 south patio;
 5. near upper residence;
 - all other temporary sites for individual events as reviewed and approved by the Chief Safety Officer (Campus Safety).

All other University locations, whether owned, operated or leased, are not Designated Cannabis Use Areas, unless special permission has been obtained from the Chief Safety Officer (Campus Safety) in accordance with this policy.



Designated Cannabis Use Areas

