



# Substance Use Guidelines

August 28, 2018

## 1.0 Purpose

The purpose of these guidelines is to provide a framework to regulate the use of alcohol, cannabis, drugs and other substances at George Brown College. The College will ensure that it complies with provincial and federal legislation that regulates the use of both legal and illegal substances.

In so doing, the College recognizes the risks associated with substance use, and also acknowledges that individual members of the College community may have complex and sometimes addictive relationships with alcohol, cannabis and drugs. The Ontario Human Rights Code (Section 10) includes drug and alcohol addiction as a disability; and the college is committed to educating members of the college community on harm-reductive use and prevention through educational programming and individualized support.

## 2.0 Scope

These guidelines apply to all students, employees, contractors, leasehold tenant and the general public including any group or persons renting or using college facilities.

- 3.0 **Definitions**
- College Community: All students, employees, faculty, visitors, contractors to the college
- College Property: All buildings or property owned or leased by the College, including the student residences.
- Substance: For purpose of this policy, the term 'substance' broadly includes, without limitation, any stimulant, intoxicant, nervous system depressant, hallucinogen, or other chemical substance, compound or combination when used to induce an altered state, including any otherwise lawfully available product used for any purpose other than its intended use (e.g. the misuse of prescription drugs, non-prescription medications, or household products).
- Harm reduction: Programs and practices that aim primarily to reduce the adverse health, social and economic consequences of the use of legal and illegal substances without necessarily reducing consumption.
- Responsible Use Guidelines: Educational materials that advise individuals to engage in safe use of substances so as to minimize potential harm to self or others.

#### 4.0 Guidelines

- 1) The possession, consumption, sale or distribution of **alcohol** is only permitted in those George Brown College venues as licensed in accordance with the *Ontario Liquor Licence Act (2016)*.
  - a) In venues and at events where alcohol is sold or distributed, the event sponsor is required to display Responsible Use Guidelines at each point of sale and/or distribution.
- 2) George Brown College prohibits the possession, use, consumption, manufacturing, sale or distribution of **illicit drugs** on College property. Further, the manufacturing, sale or distribution of drug paraphernalia on campus is prohibited.
- 3) The possession of **prescription drugs and over the counter medications** with the intent to deliver, sell or manufacture is prohibited.
- 4) Possession of up to 30 grams of **cannabis** is permitted, in accordance with the Cannabis Act (2018).
- 5) The burning of **cannabis** is prohibited on all College property, in accordance with the Smoke-Free Ontario Act (2017), Section 12. Further, any consumption or growing of cannabis, production of cannabis edibles and/or rolling of cannabis cigarettes are also prohibited.
- 6) **Distribution of any substance**, as defined in these guidelines on College property, **to a minor** is strictly prohibited on College property.
- 7) Individuals holding a current prescription from a health care practitioner, who request the use of **medical cannabis** on college property, must first seek approval of the appropriate College office responsible for academic and/or workplace accommodations.
  - a) Students must submit their request with Accessible Learning Services; and employees must submit their request to Human Resources.
  - b) Individual requests will be considered in accordance with the college's Accessible Learning Policy and/or the AODA Workplace Accommodation Policy.
- 8) Individuals whose use of prescription drugs and over the counter medications, on or off College property, could compromise their capacity to safely participate in their academic program, or execute their workplace duties are expected to consult with their professor or supervisor to discuss potential alternate arrangements.
  - a) **Exceptions:** George Brown College acknowledges the traditional burning of substances that form a part of Aboriginal culture and heritage. The College's policy on *Aboriginal Use of Traditional Medicines* provides the guidelines to ensure that the use of such medicines is done in the safest possible and most respectful manner

#### 5.0 Responsibilities:

- 1) All members of the college community shall comply with this policy at all times
- 2) Within the scope of their responsibilities faculty, administrators and Campus Security have a general duty to ensure compliance with this policy

- 3) The main focus of policy enforcement will be voluntary compliance through education, signage and awareness.

## **6.0 Guidelines on Behavioural Standards and Acts of Non-compliance**

- 1) The College acknowledges that behaviours arising from acute or prolonged substance use can be similar to behaviours associated with other health-related conditions. For example, fatigue, lack of concentration, and altered sensory capacity are common to a range of conditions not associated with substance use. As such, interventions on disruptive behaviour in the academic setting or workplace ought to focus on the behaviour itself rather than on the assumed or known cause of the behaviour.
- 2) All members of the college community are expected to intervene in a respectful and caring manner when they believe that an individual's behaviour may be the result of substance use, and could compromise their capacity to fully participate in their academic program or in the workplace.
- 3) It is the responsibility of all employees to signal available supports to students and/or employees if they believe an individual needs assistance to address behaviours that have a negative impact on the individual's capacity to participate in an academic program or in the execution of workplace duties. Employees may obtain support from Human Resources, while students may obtain support from Counselling & Student Wellbeing Services.
- 4) In situations where an individual's behaviour, regardless of whether or not it is suspected to be the result of substance use, could pose a risk to their safety or those of others in the academic setting or the workplace, the faculty member or supervisor reserves the right to limit the individual's participation until such a time as safe participation can be restored.
  - a) Any complaints relating to such decisions should be addressed through the College's complaint resolution processes. Students may address their concerns through the Office of Student Resolution Services; and employees may address their concerns through Human Resources or their respective Bargaining Unit.
- 5) Where the behaviour of a student or an employee is disruptive to the academic or workplace setting, the matter may be reviewed under the relevant code of conduct.
- 6) Students enrolled in academic programs that are subject to the provisions of a professional regulatory body, whose behaviour could pose a safety risk to themselves or others, may be subject to investigation and/or disciplinary action as required by the respective code of ethics, standards of practice, and/or legislation, which govern the activity of learners in regulated professions.