



Category: Student Services	Responsible Owner: Director of Student Services	Effective Date: November 2019
Policy/Form Number: 7.1	Approval Body: Board of Directors	Policy/Form Name: Impairment Policy for Students

A. POLICY:

Columbia College is committed to the health, safety and well-being of Students. It is recognized that the use of alcohol and other Drugs or substances, including Recreational Marijuana/Cannabis, illegal substances, prescribed and over-the-counter Medications (including Medical Marijuana/Cannabis) may have serious adverse effects on an individuals’ safety and performance and/or negatively affect people around them.

PURPOSE/COMMITMENT:

The Impairment Policy addresses the use of all substances that may cause physical and/or behavioral changes that affect an individual’s ability to participate in College activities.

SCOPE:

This policy applies to all Students while on College Campuses and Properties.

DEFINITIONS:

1. **College:** Columbia College
2. **College Campuses and Properties:** includes any building, structure, parking lot, space or land controlled, owned, leased and/or occupied by the College.
3. **Drugs:** includes but is not limited to any substance which affects a person’s physical or mental capacity or functioning which causes a marked change in consciousness, or has a physiological effect when ingested or otherwise introduced into the body and includes both legal and illegal forms of substances.
4. **Fit to Learn:** not under the influence of any legal or illegal Drug, alcohol, Medication or other impairing substance or a condition that disrupts Learning experience or compromises the safety of the individual or others.
5. **Impaired or Impairment:** a deterioration or diminishment of an individual’s physiological ability, functioning, judgement, or condition and includes but is not limited to being unable to function as that individual does under normal or usual conditions because of intoxication by a substance.
6. **Medical Marijuana/Cannabis:** a controlled substance obtained at the advice of a physician and requires a prescription or similar medical certificate.
7. **Medication:** a substance obtained legally, either over-the-counter or through a doctor’s prescription that is taken in accordance with a doctor’s directions or, over the counter, taken in accordance with the directions of the manufacturer.
8. **Recreational Marijuana/Cannabis:** cannabis products, including vaporizers, tinctures and edible cannabis product for personal use that does not require a prescription or similar medical certificate.
9. **College Activities:** any type of activity conducted under College sponsorships, at any location but not limited to instruction, sports events. All College-related activities unless they are within exclusive control of organization or group external to the College.

WHEN TO USE THE POLICY:

B. PROCEDURES:

All students are expected to be Fit to Learn when participating in any College activities, including but not limited to instruction, and remain Fit for Learn for the duration of the activity. If a student is required to take Medication or Medical Marijuana/Cannabis, the student cannot be inhibited in their ability to proficiently or safely perform their learning functions.

Any person on College Campuses and Properties or at a College-sponsored activity must not be Impaired by alcohol, Drugs or Medication. A person will not be permitted to remain on College Campuses and Properties while the individual is affected by alcohol, Drugs or Medication so as to endanger the person or negatively affect others.

Illegal Drugs may not be brought onto or kept on any College Campuses and Properties.

Instructors must not assign Impaired students to any activities where their Impairment may create a risk to the student or anyone else and must ensure to the best of their ability that students whose Impairment endangers others do not remain in the classroom.

Students who use alcohol, Drugs or Medication on College Campuses and Properties or report to the College Impaired may be disciplined up to and including expulsion from the college.

Students should notify college staff if they witness consumption of illegal substances on College Campuses and Properties or if they witness behavior that negatively affects others. The colleges' privacy policy will be adhered to through this process.

Notwithstanding medical accommodations as defined below.

Alcohol, Recreational Marijuana/Cannabis and illegal Drugs

1. Possession, consumption, use, or selling of alcohol, Recreational Marijuana/Cannabis products, illegal Drugs or related paraphernalia on College Campuses and Property or at College functions is strictly prohibited, except under the condition described in 2. below.
2. Use of alcohol for social functions at the College may be permitted when approved by the College. Approval must be obtained from the College Principal to ensure the use of alcohol does not contravene the intent of this policy. At this time, the use of Recreational Marijuana/Cannabis at social functions at the College is not permitted.

Use of Prescription Drugs, over-the-counter Drugs and Medical Marijuana/Cannabis:

Students who are under medical direction to use prescription Drugs, over-the-counter Drugs and/or Medical Marijuana/Cannabis for health treatment are responsible for determining with their physician or health professional whether these substances may significantly Impair their learning experience and must inform their Instructor or Counsellor if they are experiencing or at risk of experiencing Impairment.

Students need to consider the effects of prescription Drugs, over-the-counter Drugs and Medical Marijuana/Cannabis as potential sources of Impairment. The Instructor should be informed of potential Impairment in order to ensure that all students remain Fit for Learning while on College Campuses and Properties.

Medical Marijuana/Cannabis may not be considered a health treatment unless prescribed under a doctor's orders. Self-dosing (i.e. using Recreational Marijuana/Cannabis allegedly for medical purposes without medical supervision) is not permitted under this policy.

Medical Accommodation

The College recognizes that dependence on alcohol or Drugs is a medical issue and students with a substance abuse problem or addiction may require reasonable accommodations in accordance with the BC Human Rights Code and the College's Accommodation Policy for Employees.

Students who would like to request a medical accommodation related to a dependency on alcohol or Drugs while on College Campuses and Properties can contact the Director of Student Services and request a meeting. Documented medical need will be assessed and reasonable accommodation made if Columbia College can do so without undue hardship, considering that at all times the safety of the others the student comes in contact with while on College Campuses and Properties must not be compromised.

Legislative and Collective Agreement References

Statutes of Canada 2018, Chapter 16 (Bill C-45)

<http://www.parl.ca/DocumentViewer/en/42-1/bill/C-45/royal-assent>

Occupational Health and Safety Regulation Part 4 General Conditions, Impairment, Subsection 4.19 and 4.20.

<https://www.worksafebc.com/en/law-policy/occupational-health-safety/searchable-ohs-regulation/ohs-regulation/part-04-general-conditions#SectionNumber:4.19>

Links to Other Related Policies, Documents and Websites

Employment Assistance Program: <https://columbiacollege.lifeworks.com/life/employee-assistance>

Diagnostic and Statistical Manual of Mental Disorders (DSM-5)

LINKS TO SUPPORTING FORMS, DOCUMENTS, WEBSITE:

Accommodation Policy for Students

Smoke – Free Campuses Policy

REFERENCE TO EMPLOYMENT AGREEMENT CLAUSES:

REFERENCE TO BYLAWS:

RELATED ACTS AND REGULATIONS:

RELATED POLICIES:

- **APPROVALS:**

IF APPLICABLE:

Chair, Academic Board	Date:
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APPROVAL FOR ALL POLICIES:

Responsible Owner:	Date:
Principal or Designate:	Date:
Chair, Board of Directors:	Date:

Proposed Review Date: November 2024	Dates(s) revised:	Replaces Policy/Form Number:
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