



Category:	Health and Safety
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Policy Sponsor:	President and CEO
Policy Administrator:	Vice President People and Planning

Alcohol, Tobacco, and Cannabis Policy

Purpose

The purpose of this policy is to outline Lethbridge College's (the "College") policy on the use of alcohol, tobacco, and cannabis on College Premises and in all vehicles owned, leased or rented by the College.

Scope and Limits

This policy applies to all Members of the College Community, those entering upon College Premises, and those occupying vehicles owned, leased or rented by the College.

Definitions

College Premises means any premises owned, leased or rented by the College.

Employee means any person on the payroll of the College.

Member of the College Community includes a Governor of the College Board of Governors, an Employee, a dependent or independent contractor, subcontractor or authorized agent of the College, a Student, and a volunteer for a College-sanctioned activity.

Student means any person enrolled in a course at or through the College.

Policy Statements

- Prohibition on alcohol
1. The consumption of alcohol is prohibited:
 - a) in all vehicles owned, leased or rented by the College; and
 - b) on College Premises, other than in student residences and at College-sanctioned events where the consumption of alcohol has been approved by the College and where all necessary permits and licences have been obtained.

Prohibition on tobacco and smoking

2. The smoking, inhaling, exhaling, burning, lighting or heating of any tobacco product (including loose-leaf tobacco and e-cigarettes) and the consumption of chewing tobacco are prohibited:
 - a) in all vehicles owned, leased or rented by the College; and
 - b) on College Premises, except in designated smoking areas or on a site designated for the Indigenous cultural or ceremonial use of tobacco, and, where permitted, all tobacco paraphernalia must be properly discarded.
3. A designated smoking area must be located at least six metres from any building, and far enough away from any building so that no smoke will enter the building and so that those entering the building need not pass through a designated smoking area. A designated smoking area must be marked by signage in accordance with the City of Lethbridge Smoking Bylaw.

Prohibition on cannabis

4. The consumption of any processed or unprocessed cannabis or cannabis product (including synthetic cannabis, any part of a cannabis plant, and any product containing cannabinoids) is prohibited:
 - a) in all vehicles owned, leased or rented by the College; and
 - b) on College Premises, except where an individual has sought and obtained permission from Human Resources (if the individual is not a Student) or Accessibility Services (if the individual is a Student) to use cannabis for a medicinal purpose as prescribed by a licensed, practising physician in good standing with the physician's regulatory body, and the individual uses cannabis within the parameters established by Human Resources or Accessibility Services.

Consequences of breach

5. Anyone who breaches this policy may be subject to sanctions. An Employee who breaches this policy may be subject to sanctions up to and including termination of employment. A Student who breaches this policy may be subject to sanctions in accordance with the Student Rights and Code of Conduct Policy.

Reporting

6. Anyone who observes a breach of this policy is encouraged to report the breach to Occupational Health and Safety or Security Services.

A: Policy Supports

none

B: Legislated References

Cannabis Act (Canada)

City of Lethbridge Smoking Bylaw (Bylaw 3896)
Gaming, Liquor and Cannabis Act and Regulation (Alberta)
Tobacco and Smoking Reduction Act (Alberta)

C: Other References

none

D: Related Policies

Lethbridge College Code of Conduct Policy
Health and Safety Policy
Student Rights and Code of Conduct Policy