

5.J-2018 Cannabis Use Policy

1. Purpose

St. Mary's University (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.

This Policy applies to all Members of the University Community including but not limited to Students, Faculty, Staff, Contractors, Volunteers, Board Members and all visitors, while on University property.

Cannabis use on university owned, operated, or leased property is guided by University policy and relevant Legislation and City of Calgary Bylaws.

- 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.

2. Procedure

The following procedures are designed to:

- Manage and control the personal, recreational and public use of Cannabis and the related behavior on university owned, operated, or leased property.
- Permit accommodation of the Medicinal Use of Cannabis.
- Ensure that the University complies with applicable provincial and municipal Legislation and that institutional policies are designed to provide a safe environment.

Approval Authority	Responsible Office	Effective Date	Date Last Revisited	Review Frequency
President's Council	Human Resources	October 2, 2018	October 2, 2018	Every 5 years

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The use, sale, growth and preparation of Cannabis (indoors or outdoors) on University owned, operated or leased property is prohibited except as explicitly authorized by this policy.

Cannabis use is only permitted on university owned, operated, or leased property in circumstances where Medicinal use has been accommodated by the University for identified individuals. The University will adhere to the Alberta Human Rights Legislation regarding its consideration of requests for accommodation of the authorized Medical use of Cannabis.

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 The Office of the Vice-President of Student Services for students.

3. Fit to Work and Fit to Learn:

- 3.1 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.
- 3.2 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.
- 3.3 Disruptive, unsafe and dangerous behaviour will not be tolerated. Such behaviour will be addressed according to the relevant policy, University Calendar provision, contract, employment manual, or collective agreement.

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.

Advertising/Marketing Cannabis and/or Cannabis Accessories is prohibited on any university owned, operated or leased properties.

4. Enforcement

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**

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provisions contained in the University Calendar, university policies, and any collective agreement entered into between the University and its employees.

5. Education

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

6. Exclusions

To support an environment that is inclusive and safe while ensuring that the use of medications is conducted in a safe and legislatively-compliant manner, cannabis use will be only permitted in circumstances when Medicinal use has been accommodated by the University for identified individuals through the accommodation application process noted above.

This policy does not apply to academic or research projects or purposes.