



Policy

Title: Drug and Alcohol

Policy Statement:

To ensure and maintain a safe and productive work environment for all employees, students, and members of the community by preventing impairment and accidents or other dangerous incidents that may result from drug or alcohol use.

Approved: Original signed by Chair of the Board
(Daniel Vandermeulen, Chair of the Board)

November 30, 2018
(Date)

Sponsorship: Health and Safety

To Be Reviewed: November 2023

Review and Revision Date: March 22, 2018

First Approval Date: May 12, 2005

Stakeholders Consulted Date: (Senior Leadership Team, March 6, 2018, November 6, 2018), (Policy Review Committee, March 13, 2018, November 13, 2018), (Academic Council, May 9, 2018)

Reference to other Documents:

Drug and Alcohol Procedure
Health and Safety Policy
Code of Ethics and Conduct Policy
Student Conduct Policy
Student Field Trips Procedure
Field Trips / Retreats / Camps Regulation
Delegation of Authority; Human Resources Policy
Travel Expense, Hospitality and Public Disclosure
Delegation of Authority Matrix
Service of Alcohol on College Property Procedure
Use of College Facilities by External Users Procedure
Retirement and Long Service Awards Banquet
Convocation Protocol Procedure

Definitions:

Alcohol is any substance that may be consumed and has an alcoholic content in excess of 1.5 percent by volume.

College Workplace includes all facilities, land, buildings, equipment, containers, and vehicles, whether owned, leased, or used by the college, wherever it may be located.

Drugs are any drug, substance, chemical, or agent, the use or possession of which:

- is unlawful in Canada,
- requires a personal prescription from a licensed treating physician,
- can cause impairment, or
- is non-prescription medication lawfully sold in Canada

Cannabis products that do not contain Tetrahydrocannabinol (THC) are exempt from restrictions under this policy.

Purpose:

Northern Lakes College has a strong commitment to the health, safety and welfare of its employees, students, and community. The inappropriate use of drugs and alcohol can have serious adverse effects on the safety, productivity and well-being of employees, students, and the public. The College commits to procedures for the appropriate use and / or possession of drugs or alcohol at the College Workplace.

Guidelines:

Northern Lakes College expects that employees and students behave in an appropriate manner and perform their duties responsibly at all times. To reduce the risk of incidents (safety, health, environmental, and operational) of which drug and alcohol use may be a contributing factor, NLC prohibits unauthorized consumption that may cause impairment of employees or students and results in reduced capacity for work, learning, or exercising good judgment.