

POLICY: Use of Illicit Drugs and Mood Altering Substances
APPROVED BY EXECUTIVE COMMITTEE: May 30, 2018
SUPERSEDES POLICY: NEW

PURPOSE:

The purpose of this policy is to ensure that employees of the College report to work mentally and physically fit to perform their assigned tasks and that the risks associated with the use of illicit drugs and mood altering substances are minimized.

SCOPE:

This policy applies to all employees.

DEFINITIONS:

“Illicit Drug” means any drug or substance which is not legally obtainable and/or whose use, sale, possession, purchase or transfer is restricted or prohibited by law (e.g. cannabis, cocaine, etc.).

“Mood Altering Substance” refers to any product that is legally or illegally used, resulting in cognitive or physical limitations that negatively impact performance on the job (e.g. alcohol, some prescription medications as well any product containing cannabis including inhaled products or consumables, synthetic cannabis, “bath salts”, doda, aerosols and other similar products).

POLICY:

The following are prohibited:

- the use, possession, distribution, offering or sale of illicit drugs and other mood altering substances, and related drug paraphernalia; and
- reporting for work or remaining at work under the influence of illicit drugs, alcohol or other mood altering substances.

Employees who require access to cannabis (or any other drug that results in cognitive or physical limitations that negatively impact performance) for medical purposes must comply with the above requirements unless they have been granted an exemption from the College based on a demonstrated medical need. Employees who wish to seek an exemption shall inform their immediate supervisor.

ENFORCEMENT

Breach of this policy may be subject to discipline, up to and including discharge.