



APPENDIX B

Policy Name: Tobacco and Cannabis Policy

Policy Number: 8.88

Policy Owner: President & CEO

Policy Lead: Director, Human Resources

Policy Authority and Approval Date: October 17, 2018 Leadership Committee October, 2018

A. Policy Statement

Lakeland College (the “College”) recognizes the importance of providing a safe and healthy working, learning and living environment for all members of the Lakeland College Community. This policy intends to reduce harm relating to the usage and consumption of Tobacco and Cannabis Products, prevent incidental contact with these substances and comply with provincial and municipal laws and bylaws including Smoking and Vaping. Lakeland College will take steps to prevent and address inappropriate conduct and at the same time requires everyone to be an active partner in reducing harm.

Cannabis

Lakeland College is a community space utilized by people of all ages. In the spirit of harm reduction and the prevention of incidental contact, Lakeland College prohibits the possession or use of any non-medicinal Cannabis Products on Lakeland College property, including College residences. The College’s prohibition of non-prescription cannabis is compliant with both municipal bylaws and the Alberta Cannabis Framework. The College will seek to accommodate persons who disclose the need to use medically Prescribed Cannabis Products.

B. Scope Statement

This policy applies to Members of the College Community on all Lakeland College owned, rented or leased property, including vehicles.

C. Definitions

Cannabis Product: means cannabis plant (fresh or dried), cannabis oil, cannabis seed and any other substance defined as cannabis in the Federal *Cannabis Act* and its regulations, as amended from time to time, and includes products that contain or are infused with cannabis (such as edibles, skin patches, creams and salves).

Designated Smoking and Vaping Areas (DSA): outdoor areas in which Smoking and Vaping of Tobacco Product is permitted and are clearly marked with signage. They must be at least 9 meters away from a doorway, window or air intake (including loading bay doors)

Members of the College Community: includes, but is not limited to, employees, students, visitors, volunteers, consultants, service and supply contractors and their employees while they are engaged in activities related to their contracts with Lakeland College.

Prescribed (or Prescription): A prescription or authorization made by a licensed physician, pharmacist, or other person or body empowered by law to make such a prescription or authorization. Possession and use of prescribed drugs in the treatment of a disability or illness will be accommodated under this Policy. For greater certainty, references to Prescriptions include those drugs which are authorized.

Smoking and Vaping: to inhale, exhale, burn, carry, or possess lighted tobacco, cannabis or other herbal products or other legal or illegal substances including but not limited to cigarettes, electronic cigarettes (e-cigarettes) or similar devices used for vaping, cigars, cigarillos, pipe tobacco, hookahs or other products capable of being smoked; or to burn, vaporize or atomize any products for inhalation including tobacco, cannabis or other herbal products or other legal or illegal substances.

Tobacco Product: A product composed in whole or in part of tobacco, including tobacco leaves and any extract of tobacco leaves, but does not include any product for use in nicotine replacement therapy. It includes cigarettes, cigars, cigarillos, pipe tobacco, and specialized tobacco products such as chewing tobacco, smokeless tobacco, and snuff.

D. Procedure

CANNABIS

Lakeland College prohibits the possession or use of any non-Prescription Cannabis Products on Lakeland College property, including College residences.

Individuals who may have an emerging Cannabis Product dependency or addiction, or suspects Cannabis use is becoming problematic, are encouraged to self-report and seek rehabilitative support from our Health Services or Counselling & Wellness teams.

The cultivation, selling, purchasing, ordering and delivery of Cannabis Products are strictly prohibited on all Lakeland College property, except where medically Prescribed and pursuant to an accommodation.

Medically Prescribed Cannabis Products

The College will seek to accommodate persons who disclose the need to use medically Prescribed Cannabis Products. Lakeland College acknowledges that Cannabis Products may be Prescribed in the treatment of illnesses or disabilities. The College will seek to accommodate persons who have Prescriptions for Cannabis as part of their disability or illness treatment. Accommodations will be coordinated through the Health Services Department.

A Member of the College Community must disclose the use of, or need for, medically Prescribed Cannabis Products to at least one of the following parties: a manager, Human Resources, a Residence Life Facilitator, Registrar or the College's Health Services Coordinator. A member of the College Community who is considering the use of Prescription Cannabis Products, but who has not yet received such a Prescription, may consult with any of the aforementioned parties to determine what accommodations may be available if they proceed with the Prescribed use.

The possession or use of Prescription Cannabis Products by an individual may risk exposure to other Members of the College Community. It is the responsibility of both the College and the individual to take reasonable steps to mitigate these risks and to otherwise facilitate any accommodation where necessary.

Any Prescribed Cannabis Product requiring possession and use by an individual while on Lakeland College property must be kept in a secured container with a lock to prevent incidental contact by others. The Prescribed dosage and method of use must be indicated on the container or otherwise kept with the container. The use of any Prescribed drugs, including Cannabis Products, without a valid prescription or authorization, or in a manner exceeding the required dosage as Prescribed, will be a violation of this Policy.

Accommodations

Individuals requiring the possession or use of Cannabis Products in the treatment of an illness or disability, while living at a Lakeland College residence, may request an accommodation in accordance with this Policy.

RESEARCH AND EDUCATION OF CANNABIS

Cannabis for College endorsed research and educational purposes may be permitted. In these cases a safety risk assessment and mitigation plan must have prior approval from the Vice President, Academic and Research.

TOBACCO

Use of Tobacco Products is prohibited on all Lakeland College properties except where designated. This includes but is not limited to workplaces, lecture halls, corridors, residences, dining rooms, washrooms, athletic fields, assembly areas, building entrances as well as vehicles owned, rented or leased by Lakeland College. Where Smoking and Vaping is permitted, it will be limited to Designated Smoking and Vaping Areas.

This policy does not affect the rights of Indigenous people respecting traditional Indigenous spiritual or cultural practices or ceremonies. Traditional Indigenous spiritual and cultural practices and ceremonies involving the burning of tobacco or a tobacco-like product shall be permitted in designated spaces.

DESIGNATED SMOKING AND VAPING AREAS

Designated Smoking and Vaping Areas shall be indicated by posting signage that will aid identification of the bounds or limits of designated Smoking and Vaping areas. Where feasible, DSAs will be located or constructed to reduce the fire hazard to surrounding areas. DSAs may or may not be fully or substantially enclosed.

Smoking and Vaping materials must be properly disposed of in the containers provided for such disposal.

SALE AND PROMOTION OF TOBACCO PRODUCTS

Lakeland College prohibits the promotion, advertising, or sale of any Tobacco Products or related paraphernalia on Lakeland College owned, rented or leased property. In addition and in accordance with

the Federal *Tobacco Act*, corporate Tobacco Product sponsorship of Lakeland College events or groups is prohibited.

RESIDENCE LIFE

Tobacco

Smoking and Vaping is allowed only in Designated Smoking and Vaping Areas.

Cannabis

The possession or use of Cannabis Products is prohibited in any College residence, except where the possession or use is medically Prescribed and pursuant to an accommodation.

The cultivation, selling, purchasing, ordering and delivery of Cannabis Products are strictly prohibited on all Lakeland College property, except where medically Prescribed and pursuant to an accommodation.

COMPLIANCE AND ENFORCEMENT

The supervisor/manager or individual directly in charge of a given area, or activity within an area, will be accountable for supporting this policy and making Members of the College Community aware of this policy. Every effort is to be taken by all to ensure compliance and resolve problems created by non-compliance through:

- Building awareness of Lakeland College being Cannabis free;
- Encouraging Tobacco smokers and vapers to move to Designated Smoking and Vaping Areas;
- Adhering to the Code of Conduct by observing this policy; and
- Recognizing and respecting that areas where Smoking and Vaping is not permitted may fully extend between buildings and covered walkways

NON-COMPLIANCE

The following protocol is to be followed if non-compliance issues cannot be resolved using the above approaches:

- For students: formal complaints may be lodged to any party responsible for day-to-day enforcement, or with the Registrar
- For faculty and staff: Non-compliance concerns should be lodged with the individuals immediate supervisor or with Human Resources

PROVISION AND PROMOTION OF CESSATION RESOURCES AND SERVICES

Evidence-based cessation support services are provided and promoted on campus.

E. Related Policies/Procedures

Code of Conduct

F. Relevant Legislation

Alberta Cannabis Framework

Vermilion and Lloydminster City By-Laws

Tobacco and Smoking and Vaping Reduction Act

Non-Smoker's Health Act

Tobacco Act