

Policy Title:	Cannabis Possession and Use
Policy ID:	4-429
Manual Classification:	Section 4 – Finance and Administration
Approved by:	Board of Governors
Revision Date(s):	March 9, 2022
Effective Date:	April 1, 2022
Next Policy Review Date:	January 31, 2025
Contacts for Policy Interpretation:	Director, College Safety and Services Chief Building and Facility Officer

1.0 - Policy Overview

As a post-secondary institution and employer, Fleming College has a moral and legal obligation to provide a safe and healthy environment for our community members to study, work and live.

The physical effects caused by the consumption of cannabis or cannabis products is not conducive to post-secondary teaching and learning and pose serious safety risks in our experiential learning labs and while operating a variety of equipment.

Individuals who appear to be under the influence of cannabis before or while engaging in safety-sensitive work or learning activities may be removed from class or their workplace. Such consumption of cannabis unrelated to an approved medicinal cannabis accommodation may result in disciplinary action being taken against the individual.

2.0 - Purpose

The purpose of this Policy and its associated Operating Procedure #4-429 are to provide a clear set of campus guidelines, sanctions and an appeal process for the possession and use of cannabis and cannabis products that are consistent with the College's commitment to creating a healthy and safe environment for all employees students and visitors.

3.0 - Definitions and Acronyms

Cannabis	For the purpose of this Policy, the definition of cannabis shall be the same as the definition contained in the <i>Cannabis Control Act</i> (2017)
Cannabis Product	Includes edibles that contain cannabis and any other substance or mixture of substances that contain cannabis.

4.0 – Scope

This Policy applies to all employees, students, contractors, and visitors to all Fleming College campuses.

5.0 - General Principles

- 5.1** The smoking, inhalation, vaping, ingestion, growing and delivery of cannabis or cannabis products is prohibited:
- a) Inside all College buildings, including residences
 - b) Inside any vehicle stopped, parked or in motion on College property
 - c) On all College property, including but not limited to parking lots, trails, and pathways
- 5.2** In quantities approved under the legislation, the possession of cannabis and cannabis products is permitted on College Property. The cannabis or cannabis products must be for personal use and not for sale or other distribution with or without payment.
- 5.3** The possession of cannabis and cannabis products in the Residence Buildings are subject to the conditions of this Policy as well as those of the Residence Agreement. Where this Policy and the Residence Agreement are in conflict, the Residence Agreement shall take precedence.
- 5.4** The possession and use of medical cannabis on campus are permitted subject to the conditions established in this Policy and the associated Operating Procedure.

6.0 - Related Documents

Operating Procedure #4-429OP cannabis
Criminal Code of Canada (1985)
Controlled Drugs & Substances Act (SC 1996)
Cannabis Control Act (S.O. 2017)
Cannabis Act (SC 2018)

7.0 - History of Amendments/Reviews

Original Policy approved 2018
Reviewed and revised 2018; 2022