

Cannabis Policy

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Approval Authority Vice-President (Finance and Services)	
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1 Purpose

The University is committed to providing a safe and healthy work, learning, and living environment for Students, Academic Staff Members, Employees, Appointees, Postdoctoral Scholars, and Visitors.

The purpose of this policy is to:

- a) ensure that the University is in compliance with all federal, provincial, and municipal laws concerning the use of Cannabis;
- b) promote Harm Reduction programs and resources for Students, Academic Staff Members, Employees, Appointees and Postdoctoral Scholars who may be considering using Cannabis.

2 Scope

This policy applies to Students, Academic Staff Members, Employees, Appointees, Postdoctoral Scholars, and Visitors on University Facilities, or in University Vehicles or vehicles being used for University business.

This Policy does not apply to Cannabis or Cannabis Accessories used or grown in laboratories for teaching and research purposes where the research meets all regulatory and ethics approval requirements, and appropriate protections for environmental health and safety are in place.

3 Definitions

In this policy:

- a) “Academic Staff Member” means an individual who is engaged to work for the University and is identified as an academic staff member under Article 1 of the applicable Collective Agreement.

- b) “Appointee” means an individual who is engaged to work for the University, or whose work is affiliated with the University, through a letter of appointment, including adjunct faculty, clinical appointments, and visiting researchers and scholars.
- c) “Cannabis” means the various products derived from the leaves, flowers, and resins of the Cannabis sativa and Cannabis indica plants, or hybrids of the two.
- d) “Cannabis Accessory” means rolling papers or wraps, holders, pipes, water pipes, bong, vaporizers, or any other thing represented to be used in the consumption or production of Cannabis.
- e) “Collective Agreement” means any collective agreement between the Governors of the University of Calgary and (i) the Faculty Association of the University of Calgary, (ii) the Alberta Union of Public Employees, (iii) the Graduate Students’ Association, or (iv) any other association or union representing Employees, in each case, in effect at the relevant time.
- f) “Contractor” means an individual or a corporation or other entity who agrees to furnish materials to, or perform services for, the University for consideration.
- g) “Employee” means an individual, other than an Academic Staff Member, Appointee or Postdoctoral Scholar, who is engaged to work for the University under an employment contract.
- h) “Field Station” means any of the following University Facilities as described by the maps referenced in the related information section of this policy:
 - i. Rothney Astrophysical Observatory;
 - ii. Barrier Lake Research Station;
 - iii. R.B. Miller Research Station; and
 - iv. Kluane Lake Research Station.
- i) “Harm Reduction” means policies, programs and practices that aim to reduce or minimize the adverse consequences associated with the use of substances.
- j) “Impaired” means having diminished physical and mental control.
- k) “Postdoctoral Scholar” means an individual who has completed a doctoral degree and is carrying out research at the University under the direction or mentorship of a supervising Academic Staff Member.
- l) “Student” means an individual who is registered in a University course or program of study.
- m) “University” means the University of Calgary
- n) “University Facilities” means all buildings, property, and grounds, including athletic and recreational fields and Field Stations, owned, leased or operated by the University, except for lands leased to University of Calgary Properties Group Ltd.
- o) “University Vehicles” means any vehicle rented, owned, or leased by the University Fleet Operations Office
- p) “Visitor” means an individual present in University Facilities, University Vehicles or vehicles being used for University business, who is not an Academic Staff Member, Appointee, Employee, Postdoctoral Scholar, or Student. For clarity, this includes Contractors and Volunteers.

- q) “Volunteer” means an individual who, on a voluntary basis, provides a service or materials to the University.

4 Policy Statement

- 4.1** Academic Staff Members, Appointees, Employees, Postdoctoral Scholars and Students involved in the business of the University, activities related to the University or representing the University must comply with all relevant laws, regulations, rules and policies respecting Cannabis in the place where they are involved in such business, activities or representation.
- 4.2** Academic Staff Members, Appointees, Employees, Postdoctoral Scholars and Students are expected to be responsible about their consumption of Cannabis while involved in the business of the University, activities related to the University, or representing the University.
- 4.3** Academic Staff Members, Appointees, Employees and Postdoctoral Scholars may not be Impaired while at work because of the use or after effects of Cannabis.

Education and Assistance

- 4.4** The University will:
- a) organize Cannabis awareness and Harm Reduction programs designed to provide appropriate information to inform an individual’s choices respecting their use of Cannabis; and
 - b) provide assistance to support Students, Academic Staff Members, Employees and Postdoctoral Scholars in Cannabis Harm Reduction efforts.

Cannabis in or on University Facilities

- 4.5** Municipal law prohibits Cannabis consumption in public places. Provincial law prohibits Cannabis consumption in vehicles.
- 4.6** Cannabis consumption in or on University Facilities is prohibited.
- 4.7** Cannabis and Cannabis Accessories in or on University Facilities must be stowed in sealed, scent-proof containers.

Cannabis Product Sales and Advertisement

- 4.8** The sale of Cannabis and Cannabis Accessories is prohibited in or on University Facilities, or in University Vehicles.
- 4.9** Cannabis and Cannabis Accessories may not be advertised in or on University Facilities, University Vehicles, or in University controlled digital channels.

Growing Cannabis on Campus

- 4.10** Cannabis plants may not be grown in or on University Facilities, including University residences.

Field Stations

- 4.11** Cannabis, in any form, is prohibited at Field Stations.

Cannabis in University Vehicles

- 4.12** Cannabis, in any form, is prohibited in University Vehicles, except for campus security vehicles transporting seized Cannabis. Cannabis and Cannabis Accessories in vehicles being used for University business must be in sealed, scent proof containers and out of reach of the vehicle's occupants.
- 4.13** Academic Staff Members, Appointees, Employees, Postdoctoral Scholars, Students, and Visitors cannot operate University Vehicles or vehicles being used for University business if there is any possibility that they might be Impaired as the result of their consumption of Cannabis.

University Support for Events

- 4.14** The University will not provide support to any event whose sole purpose, or focus, is the consumption of Cannabis.

Violations

- 4.15** If an individual reports Cannabis use in contravention of this policy in order to seek emergency medical assistance the priority in responding to the report will be to help the individual requiring medical assistance.
- 4.16** Individuals who do not comply with this policy may be subject to penalties or discipline, up to and including termination of employment or other relationship with the University in accordance with University policies or regulations and any applicable Collective Agreement.
- 4.17** A Visitor who is found to have violated this policy may be required to leave University Facilities, University Vehicles or vehicles being used for University business and may be subject to further restrictions regarding accessing University Facilities, University Vehicles or vehicles being used for University business.
- 4.18** Notwithstanding sections 4.16 and 4.17, individuals may be subject to civil, administrative or criminal action, independent of any University action, for violations of relevant Cannabis legislation.

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| 5 | Special Situations | 5.1 The use of Cannabis for medical or other grounds protected by the Alberta Human Rights Act may be accommodated under the University's accommodation policies. |
| 6 | Related Policies | Student Non-Academic Misconduct Policy
Code of Conduct
Smoking Policy
Student Accommodation Policy
Workplace Accommodation Policy |
| 7 | Related Operating Standards | Residence Services Community Standards |
| 8 | Related Information | University Facilities and Field Station Maps |

9 History

May 30, 2018	Approved.
October 17, 2018	Effective.
November 29, 2018	Editorial Revision to s.4.15.
May 30, 2019	Editorial Revision. Updated “University Facilities” definition.
January 1, 2020	Editorial Revision. Updated format and links.