

1.0 POLICY STATEMENT

- 1.1 MacEwan University (the “University”) is committed to the health, safety and wellness of its students, employees, contractors, and the public. In support of this commitment, all Members of the MacEwan University Community will foster an Impairment-free work and learning environment.

2.0 PURPOSE

- 2.1 The purpose of this policy is to establish consistent expectations regarding Impairment for all members of the MacEwan University Community.

3.0 APPLICABILITY

- 3.1 This policy applies to all members of the MacEwan University Community.

4.0 DEFINITIONS

Academic Activities

University-sanctioned activities held on or off-campus in which a student may participate during their time at MacEwan University. Examples include credit and non-credit courses, athletics, work integrated learning, co-curricular activities, and research.

Academic Leaders

Deans, Chairs, and other individuals who provide direct and functional supervision to academic staff.

Impairment

The reduction of an individual’s physical or mental effectiveness due to influences that are not normally present. Impairment may be caused by a variety of situations; examples include alcohol or drug use, fatigue, and medical conditions or treatment.

Members of the MacEwan University Community

Persons involved in conducting University affairs or using University property. This includes students, employees, contractors, volunteers, and visitors while they are on University property or are using University property.

Out of Scope (OOS) Managers

Those individuals who have been delegated managerial responsibility for others working at the University and who are not part of a bargaining unit.

Work-related Activities

Work-related activities include the duties and responsibilities of an individual in their University role. This includes occasions where the individual is representing the university on and off-campus, such as while conducting research or participating in conference activities.

5.0 POLICY ELEMENTS

- 5.1 Students, employees, contractors, and volunteers have a duty to disclose when they are Impaired, have consumed a substance that may cause impairment, or are otherwise not fit to undertake their Academic or Work-related Activities. If a medical accommodation is necessary, consult the Human Rights and Accessibility Policy and its associated procedures.

- 5.1.1 All Members of the MacEwan University Community who suspect that a student, employee, or volunteer is Impaired during their Academic or Work-related Activities are responsible for reporting this concern to their supervisor or the MacEwan University employee responsible for supervising the Academic Activity. If there is an immediate safety risk, Security Services should be contacted.
- 5.1.2 The University is committed to providing resources and educational opportunities to students, faculty and staff regarding the harmful use of alcohol, cannabis, and other substances that may cause Impairment.
- 5.2 Employees must be able to undertake their Work-related Activities safely and effectively.
 - 5.2.1 Academic Leaders and OOS Managers are required to stop individuals from performing Work-related Activities if they are demonstrating signs of Impairment.
 - 5.2.2 Employees who violate this policy may be subject to discipline, up to and including termination.
 - 5.2.3 Employees who are on call and receiving pay must conduct themselves in accordance with this policy as if they are at work. If unexpected circumstances arise where an employee is asked to perform unscheduled services and they are Impaired, it is the responsibility of that employee to disclose that they are not fit for work.
- 5.3 Students must be able to undertake their Academic Activities safely. The University may stop individuals from performing Academic Activities if they are demonstrating signs of Impairment.
 - 5.3.1 Students who are found to be attending classes or engaging in other Academic Activities while Impaired may be subject to discipline as outlined in the Student Discipline policy.
- 5.4 The University may implement additional restrictions or protocols for individuals engaged in safety-sensitive activities. Safety-sensitive activities and appropriate controls will be identified through the University's Health, Safety and Environment Program.
 - 5.4.1 Individuals who undertake Work-related or Academic Activities involving external regulating bodies, such as Canada West or the College and Association of Registered Nurses of Alberta, must also adhere to the requirements established by the associated organization or regulating body.
- 5.5 In support of the University's commitment to fostering an Impairment-free work and learning environment, the recreational use of alcohol, cannabis, or other substances that can cause Impairment is only permitted on University property where such use is not in breach of federal, provincial, or municipal laws or University Policy.
 - 5.5.1 Use of alcohol and cannabis in the MacEwan Residence is only permitted in accordance with the MacEwan Residence Community Standards.
- 5.6 MacEwan University respects and fulfills its legal and contractual obligations. In the event of a conflict or inconsistency between this policy and a provision in the relevant Acts or Collective Agreements, the provisions of the Acts and Collective Agreements shall apply.

6.0 ASSOCIATED PROCEDURES

- None

7.0 RELATED POLICIES, FORMS, AND OTHER DOCUMENTS

- Employee Code of Conduct
- Health, Safety and Environment Policy
- Student Rights and Responsibilities Policy
- Student Discipline Policy
- Human Rights and Accessibility Policy
- Liquor Service and Permits Policy

8.0 ACCOUNTABILITY

Policy Sponsor

Provost and Vice-President, Academic
Vice-President, Resources and People

Responsible Office

Student Affairs
Human Resources

9.0 HISTORY

Relevant Dates

Approved: **18.12.13**
Effective: **18.12.13**
Next Review: **23.12.13**

Modification History

80.09.18: D1450 Alcohol and Drug Abuse approved by Board Motion 30-5-80/81

85.05: Updated to reflect current practices and terminology as approved by the Executive Officers' Committee.

94.05.19: Revisions approved by Board Motion 7-10-93/94.

03.02.01: Format updated.

10.04.08: Revisions approved by Board Motion 01-4-8-2009/10. (Previously called Alcohol and Drug Abuse)

18.12.13 Revisions approved by Board Motion 02-12-13-2018/2019. (Previously called Alcohol and Drugs)