

Cannabis Procedure

Version	Version Date	Description of Changes
01	October 11, 2018	Initial release: Additions or changes in the body of the document should always be in red from one version to the next. This procedure will be reviewed June 2019 and annually thereafter.
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1.0 Purpose

Georgian College is committed to providing a safe and healthy environment in which students, staff, contractors, guests and visitors may study, learn, work, socialize and play.

The purpose of this procedure is to address new federal and provincial legislation relating to the recreational use, possession and/or cultivation of cannabis — pursuant to both Bill C-45 and Bill 174.

This procedure is not intended to interfere with persons who require medical marijuana. Students or staff who require the use of medical marijuana are required to produce documentation in accordance with the Cannabis Act of Ontario 2017 and the Access to Marijuana Regulation in order to demonstrate this exemption. On a case-by-case basis, arrangements will be made through the Accessibility Office for students and Human Resources for employees to facilitate consumption of cannabis for a medical purpose. All other exemptions not pertaining to students or employees will be managed by Campus Safety Services.

2.0 Scope

This procedure prohibits the use, consumption, growing and cultivation of recreational cannabis. This procedure applies to all Georgian College students, staff, contractors, guests and visitors at all campuses; offices and property, including vehicles, that are owned, leased, rented or otherwise controlled by the college; and applies also to locations where college sanctioned events are taking place.

3.0 Responsibility

All members of the college community are responsible to immediately notify Campus Safety Services when they observe or witness anyone breaching this procedure if the violation is occurring on campus or any other property, building or vehicle owned, leased, controlled or operated by Georgian College. If the violation of this procedure poses an immediate or imminent risk to the physical safety of anyone, the person witnessing this must enact emergency measures by first calling 911 followed by contacting Campus Safety Services at 705.722.4000. This process also applies at other locations where college sanctioned events are occurring. Contacting Campus Safety Services may not always be practical or immediately necessary, however, Campus Safety Services must be informed within a reasonable period of time thereafter.

3.1 Georgian College:

Pursuant to The Cannabis Act of Ontario 2017, Bill 174, the use of recreational cannabis is not permitted in the workplace. Georgian College maintains the right as property owners to impose restrictions and prohibitions with respect to the use and consumption of substances on its property by students, staff, contractors, visitors and guests. The use or consumption of recreational cannabis or cannabis products will not be permitted in any

indoor or outdoor premises, including open public spaces owned, operated, leased or controlled by Georgian College.

3.2 Employees and workers:

Pursuant to the provisions of the Occupational Health and Safety Act, employees and workers have a duty to perform work safely and to report any hazards to their supervisor or employer. Employees and workers who are unable or unfit to work safely could be a hazard to themselves or to others in the workplace.

3.3 Security services:

On campuses where security guard services are available, guards will respond immediately to instances where there is a breach or suspected violation of this procedure. Security will ensure the safety of all concerned and take the appropriate action under the circumstances. Security will document the incident and forward the report to Campus Safety Services for follow up. In situations where the immediate safety of anyone is a concern, security will notify emergency response services (911) and follow their direction. At no time, unless directed by police and only in extraordinary circumstances, will security seize, secure or otherwise handle cannabis, marijuana or any other narcotic or non-prescription controlled substance. Under no circumstances will the handling of any substance be undertaken without the proper personal protective equipment available.

3.4 Campus managers and deans:

On campuses or locations where security guard services are not available, the campus manager and/or the dean may take the same actions as security for the purposes of this procedure.

3.5 Other:

This procedure extends to college sanctioned events that are held off campus. Therefore, all college community members participating in these events are expected to comply with this procedure and to respect the federal, provincial and municipal laws accordingly. It is also the responsibility of the senior person in charge, e.g., coaches, field trip supervisors, event organizer etc., to ensure compliance with this procedure and to take the appropriate steps to prevent or report violations. When it is necessary to prevent imminent or immediate danger to anyone, contacting police may be appropriate under the circumstances.

3.6 Campus Safety Services:

In all instances where there is a violation of this procedure, Campus Safety Services will commence an investigation.

3.6.1 Students

Investigations involving students will be initiated under the Student Code of Conduct. The same obligatory provisions under the Student Code of Conduct regarding a student's responsibility to cooperate in an investigation apply to this procedure.

3.6.2 Employees

Investigations involving employees will be initiated under the Employee Code of Conduct.

3.6.3 Contractors

In instances where the involved parties are contractors, Campus Safety Services will rely on the provision contained in the Contractor Safety Procedure and take immediate or subsequent actions to address the investigative findings available to them, including immediately trespassing the offender(s) if necessary.

3.6.4 Guests or visitors

Any guests or visitors found in violation of this procedure may be asked to leave the premises immediately and may be trespassed from the property for a specified period of time, depending on the circumstances.

Nothing in this procedure, or any other procedure, will prohibit security, a designated campus manager or dean, or a Campus Safety Services manager or director from issuing an immediate trespass notice to guests and visitors prior to a full investigation being concluded where the situation may call for such action to be taken.

3.7 Student Success Services:

When requested or otherwise required, Student Success Services will provide counselling services, supports and referrals to students with respect to harm reduction strategies. Additionally, accessibility advisors in Student Success Services will arrange to facilitate the use of medicinal cannabis for students prescribed medical marijuana. The details of the arrangements will be forwarded to Campus Safety Services as appropriate.

3.8 Human Resources:

When requested or otherwise required, Human Resources will provide supports and referrals to employees with respect to harm reduction strategies. Additionally, human resource consultants will arrange to facilitate the use of medicinal cannabis for employees prescribed medical marijuana. The details of the arrangements will be forwarded to Campus Safety Services as appropriate.

3.9 Contractors:

Contractors are responsible for managing the use of medical marijuana on any job site owned or operated by Georgian College. They are also responsible for consulting with Campus Safety Services with respect to those arrangements prior to allowing their employees to consume medicinal marijuana anywhere on the property.

4.0 Definitions

4.1 Cannabis:

Cannabis is a tall plant with a stiff upright stem, divided serrated leaves, and glandular hairs. It is used to produce hemp fiber and as a psychotropic drug. Generally, through a dried process, the flowering tops or other parts of this plant, or a resinous extract of it (*cannabis resin*), is used as a psychotropic drug. Cannabis may include three species, namely: *sativa*, *indica* and *ruderalis*. Cannabis is the scientific name, often referred to as marijuana.

4.2 Marijuana:

The word "marijuana" is a common name for cannabis in North America.

4.3 Medical marijuana:

Medical marijuana refers to the use of cannabis, including constituents of cannabis, THC and other cannabinoids, as a physician-recommended form of medicine.

4.4 Manufacturing:

Manufacturing is the process in which, through the means of a chemical synthesis or a natural extraction, marijuana is produced for consumption.

4.5 Cultivation:

Cultivation is the growing of a cannabis plant from planting, germination, through to harvesting. For the purposes of this procedure, cultivation includes all three stages.

5.0 Process

5.1 Background:

5.1.1 Bill C-45

On June 19, 2018, the Canadian Senate passed Bill C-45, the *Cannabis Act* (Federal Act), which legalizes the consumption of recreational cannabis across Canada. The Act will become law in October 2018.

5.1.2 Bill 174 Cannabis, Smoke-Free Ontario and Road Safety Statute Law Amendment Act, 2017 (Cannabis Legislation in Ontario)

On Dec. 12, Bill 174, Cannabis, Smoke-free Ontario and Road Safety Statute Law Amendment Act 2017 became law. The Ontario government introduced the legislation to regulate and complement federal legislation legalizing the recreational use of cannabis and the cultivation of marijuana plants on residential properties.

The provincial law provides a legislative framework to limit harm, protect youth and young adults, eliminate the illegal market and enhance road safety. The new legislations is available online at ontario.ca/laws/statute/S17026

In accordance with the Cannabis Act of Ontario 2017, recreational cannabis cannot be possessed or consumed in Ontario by anyone under the age of 19.

5.2 Prevention and harm reduction:

The Ministry of Training, Colleges and Universities (MTCU) and other partner ministries will continue to work together in developing resources, products and training to support education-sector professionals, parents and students in addressing cannabis-related concerns. They will help to leverage existing health sector resources, such as the Lower-Risk Cannabis Use Guidelines, to provide accurate health information to the public.

5.3 Use and growing of cannabis in residence:

The growing or use of cannabis at or in any on-campus residence or any student residence owned or operated by Georgian College is strictly prohibited. Further, the making of any cannabis edible product, such as food and drinks, on or in any Georgian College facility or property is strictly prohibited. Therefore, for the purposes of this procedure, the term “use” includes the use of cannabis to make any cannabis products.

5.4 Possession of cannabis or cannabis edible products

No person under age 19 may possess cannabis on or in any property owned, operated, leased or controlled by Georgian College. Any person 19 years of age or older who are in possession of cannabis on campus, must secure the product in a sealed and odour proof container and may not possess more than the legal limit as stipulated in the Cannabis Act. No person, shall possess cannabis or cannabis edible products in any vehicle owned, leased, rented or controlled by Georgian College. Students 19 years of age or older, registered to a Georgian College residence and under the regulations and occupancy agreements managed and controlled by the Campus Living Centres may possess no more than 30 grams of dried cannabis. The cannabis must be stored in an approved container and secured in a discreet location in the student’s personal bedroom.

5.5 Occupational health and safety:

Hazards may arise from a worker's impairment due to the use of various substances such as alcohol, prescription and non-prescription medication, medical and recreational cannabis, or other substances.

Workers performing work when they are unable or unfit to do so safely may introduce a hazard to the workplace, to themselves or to others. Workers, supervisors and employers are required to address such hazards as a part of the Internal Responsibility System pursuant to the Occupational Health and Safety Act (OHSA). There are already strict rules in place to make sure workplaces are safe. The use of cannabis products will remain prohibited under the Ontario Cannabis Act 2017.

Consuming recreational cannabis in the workplace will continue to be illegal. The OHSA prohibits a worker from using or operating any equipment, machine, device or thing, or working in a manner that may endanger themselves or any other worker. This may include operating machinery or equipment while impaired.