

<b>Policy Name:</b>	Cannabis, Alcohol and Substance Use - Campus Policy		
<b>Policy No:</b>	3.12.2025.U	<b>Approval Authority:</b>	Vice-President, Finance & Administration
<b>Review Date:</b>	August 2028	<b>Responsible Executive:</b>	Vice-President, Finance & Administration
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## Policy Statement

Nipissing University is committed to providing a safe learning and working environment for all members of the Nipissing University community. The University also has a duty to provide a safe work environment, and this duty includes taking all reasonable precautions to protect the health and safety of students, employees and others in the workplace.

## Reason for Policy

The university recognizes that the effects of the consumption of cannabis, alcohol or other substances can impair an individual’s judgement, and cognitive and physical abilities, which can diminish job performance, and potentially jeopardize the safety of the work environment, employees and/or the general public. As such, the university is adopting this policy with respect to the use of cannabis, alcohol and other substances.

The University will adhere to federal, provincial and municipal legislation related to employment and the use of cannabis, alcohol, and other substances and will respect confidentiality and accommodation rights.

## Policy Applies to

This policy applies to all employees, contractors, volunteers, students and visitors to the Nipissing University campus, and any Nipissing University owned property and vehicles.

All university sanctioned events and operations (including conferences and ceremonies hosted on property owned, rented or leased by the university), located on or off campus are subject to this Policy.

## Who Should Read this Policy

- All members of the university community:
  - Students
  - Volunteers
  - Contractor
  - Support Staff
  - Administrative Staff
  - Faculty
  - Executives

## Contacts

Human Resources via email at [hinfo@nipissingu.ca](mailto:hinfo@nipissingu.ca)

## Definitions

**Alcohol:** Any beverage containing any percentage of alcohol

**Cannabis:** Includes but is not limited to dried cannabis, cannabis oil, edibles and cannabis plants

**Substance use:** The use of cannabis, alcohol, illegal drugs, recreational drugs (stimulants, opioids, hallucinogens), prescription medication and other substances that impair a person's judgement, clarity and functioning and render the individual not fit for work.

**Fit for work:** A state of physical and mental wellbeing that allows an individual to perform their job duties safely and effectively, in a manner which does not threaten the health and safety of oneself, co-worker, property or the public at large, without impairment due to use of or after-effects of cannabis, alcohol or other substances.

## The Policy

### 1. Fitness to work

Employees are required to be fit for work and remain fit for work throughout their workday, including while on standby or during on-call situations. The university also prohibits the use, distributions, manufacturing, offering or selling of cannabis, cannabis paraphernalia or other related substances while an employee is at work or representing the University.

Employees are required to perform their work responsibilities safely and in compliance with all existing employment policies and Occupational Health and Safety Act requirements.

## 2. **Safe Workplace**

Cannabis use is not permitted in current designated smoking areas located on campus. On occasion, management may approve the consumption of alcoholic beverages at designated events. In that case, limited consumption of alcohol is permitted. At these designated events, an employee must not drink excessively and act inappropriately or in an unsafe manner.