

NIPISSING UNIVERSITY

Policy Category:	Campus Conduct
Policy Number:	1.92018U
Policy Name:	Recreational Cannabis - Campus Policy
Responsible Department:	Vice-President, Finance & Administration
Original Approval Date:	October 15, 2018
Approval Authority:	Vice-President, Finance & Administration
Last Updated:	July 28, 2022
Review Date:	Every three years following approval, or as required

A. PURPOSE

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. The purpose of this policy is to outline the restrictions related to the consumption, possession, and cultivation of recreational cannabis, which includes edible cannabis at Nipissing University, including all buildings, property and vehicles owned by the University.

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

B. APPLICATION

This policy covers all use of recreational cannabis on campus and applies to all employees, contractors, volunteers, students and visitors to the Nipissing University campus and any Nipissing University owned property and vehicles.

C. LEGAL & POLICY FRAMEWORK

These general principles must be following at all times, while on campus:

- Consumption of recreational cannabis is not permitted on any property owned by Nipissing University or in any vehicle on its campus with the exception of residence. Individuals residing or visiting any residence building or complex are required to adhere the '*Residence Cannabis Policy*'
- Under authority of the *Ontario Cannabis Act*, 2017, the campus is considered private property and outlines that Nipissing University has the authority to strictly prohibit smoking, vaping, burning, or otherwise combusting recreational cannabis on property. As such, all Nipissing University properties, including residence buildings, are deemed cannabis free as of October 17, 2018.
- Those individuals over the age of 19, as per Ontario Legislation, will be permitted to possess up to 30 grams of dried cannabis or up to 450 grams of edible cannabis products in an odour free closed container.
- Cultivation of cannabis or the production of cannabis oils and cannabis infused edibles is not permitted within any building owned by on any property owned by Nipissing University, including within all residence complexes.
- Use of prescribed medical cannabis is permitted under appropriate accommodation requests made through either Human Resources for employees or Student Development and Services for students.
- Campus and residence buildings are considered smoke free facilities. Smoking, vaping, burning, or otherwise combusting cannabis in a building is in direct violation of the *Ontario Smoke Free Act* and carries penalties as set forth in the Act.
- The University Campus is deemed a "workplace" as defined by the Ministry of Labour, *Occupational Health & Safety Act* which prohibits the use of recreational cannabis.
- All employees of the University, including students participating in experiential learning opportunities or unpaid student placements, are prohibited from consuming recreational cannabis at any site that is a workplace, in accordance with the *Occupational Health & Safety Act*.
- Under the *Occupational Health & Safety Act*, anyone who is performing work when they are unable to or unfit to do so safely can be considered a hazard to the workplace, themselves, or others.
- Use of medical and recreational cannabis for research purposes is only permitted under authority of the Provost and Vice-President, Academic & Research, via the appropriate Research Administration policies and appropriate Federal and Provincial legislation.
- No marketing practices may encourage increased recreational cannabis consumption.
- The sale or distribution of Cannabis, Cannabis edible products and Cannabis Accessories is prohibited in or on University Facilities, or in University Vehicles. Cannabis and Cannabis Accessories may not be advertised in or on University Facilities, University Vehicles, or in University controlled digital channels.
- Students living in and guests visiting any residence complex are required to abide by all residence policies including the Residence Cannabis Policy and specific Cannabis Use section of the Residence Community Living Standards contained within the Residence Handbook, which is available on the University website.

D. ENFORCEMENT

Any violation of the Recreational Cannabis Campus Policy may be subject to one or more of the following sanctions:

- A warning from Campus Security;
- A fine;
- For students, disciplinary action under the Code of Student Rights and Responsibilities or other authority having jurisdiction (including but not limited to Residence Community Living Standards); and
- For employees, the enforcement process may include enforcement in accordance with the discipline processes outlined in collective agreements, and/or terms and conditions of employment.