



## Policy

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| Policy Name  | <b><i>Impairment – Maintaining a Safe and Healthy Environment</i></b> |                  |                   |
| Policy #     | HS 2.0  | Category         | Health and Safety |
| Policy Owner | Vice President Administration and Chief Financial Officer             | Effective Date   | December 16, 2022 |
| Policy Lead  | Associate Vice President, Campus Services                             | Next Review Date | December 16, 2027 |
| Approved by  | Executive Management Committee  | Approval Date    | December 16, 2022 |

### 1.0 Policy Statement

NAIT is committed to providing an environment that supports the health, safety, and well-being of our NAIT community.

Impairment has the potential to compromise and impact the health and safety of our work and learning environment, which in turn, can affect one’s success. NAIT is committed to monitoring and addressing potentially unsafe conditions and supporting employees and students, ensuring they are fit to work and learn.

### 2.0 Scope

This policy applies to members of the NAIT community working or learning at NAIT-owned and leased facilities in addition to any location where employees and students are representing NAIT.

### 3.0 Definitions

| Term                  | Definition  |
|-----------------------|---|
| Controlled Substances | Any type of drug that the federal government has categorized as having a higher-than-average potential for abuse or addiction. Such drugs are divided into categories based on their potential for abuse or addiction. Controlled substances range from illegal street drugs to prescription medications.   |
| Disability            | Any previous or existing mental or physical disability and includes disfigurement and previous or existing dependence on alcohol or a drug (Canadian Human Rights Act, 1985, cited in CCHOS, White paper, Workplace Strategies: Risk of Impairment from Cannabis, p. 2, June 2017).   |
| Fit to work/learn     | Refers to an ability to maintain a physical, mental, and emotional state that enables members of the NAIT community to perform the physical and mental demands of their job, duties and/or program safely, effectively, and in a manner that does not increase the risk to themselves and others. This includes being free from impairment by alcohol or drugs, the misuse of and/or failure to take medications as prescribed, and/or any condition that could impair a person’s ability to work/learn safely. |

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| Impairment          | <p>Impairment can be characterized as something that affects a worker’s ability to safely perform their assigned work and creates risk to themselves or others, such as diminished attention, decision-making or reflexes and can be caused by a variety of physical and psychological factors, for example, substance use (both legal and illegal), fatigue or medical conditions.</p> <p>An individual may be deemed to be impaired for the purposes of this policy, when under the influence of alcohol, cannabis, or another substance, irrespective of whether the level of such influence would constitute impairment under the Criminal Code of Canada or any other legal doctrine.</p> |
| Mental disability   | Any mental disorder, developmental disorder or learning disorder, regardless of the cause or duration of the disorder.   |
| NAIT Community      | Refers to the Board of Governors, management, employees, contractors, vendors, volunteers, students, and visitors while on NAIT property.  |
| Physical disability | Any degree of physical disability, infirmity, malformation, or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes epilepsy, paralysis, amputation, lack of physical coordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, and physical reliance on a guide dog, service dog, wheelchair or other remedial appliance or device.  |

#### 4.0 Guiding Principles

- 4.1 The NAIT community has the right to a safe and healthy learning and working environment, free from hazards related to the impairment of others. Consistent with Alberta Occupational Health and Safety (OHS) requirements, NAIT is committed to maintaining high health and safety standards.
- 4.2 Members of the NAIT community are encouraged to be active participants and stewards of their own health, safety, and well-being and have a responsibility to ensure their own and others’ experience at NAIT is not subject to interference or undue risk resulting from the impairment.
- 4.3 Members of the NAIT community are encouraged to disclose, using the appropriate reporting process, any situation that may compromise their safety or the safety of others.
- 4.4 Awareness-raising efforts regarding impairment prevention resulting from the use of controlled substances are most effective when emphasizing harm reduction and empathetic treatment.
- 4.5 NAIT will:
  - Promote awareness for the NAIT community to recognize the signs of impairment, appropriate response, and potential health and safety risks.
  - Rely on observation and best practice to document and act on possible impairment that could pose a risk of injury, illness or incident to the person suspected of impairment or other members of the NAIT community.
- 4.6 The sale and consumption of illicit and recreational substances are not permitted on

NAIT property, except alcohol, which is permitted in licensed facilities. Refer to [FO 10.0 Liquor Sale, Service and Consumption Policy](#).

- 4.7 NAIT is a non-smoking campus. Smoking and vaping of all substances on campus for any purpose is prohibited. Refer to [HS 5.0 – Smoke and Smokeless Tobacco-Free Campus Policy](#).
- 4.8 Where impairment arises from a diagnosed medical condition or disability, the duty to accommodate process will be followed. [HR 1.18 Workplace Accommodation Procedure](#).
- 4.9 Members of the NAIT community who report health and safety concerns are protected under the OHS Act. NAIT is committed to ensuring any personal information received is kept confidential. The privacy of the individual reporting suspected workplace/learning environmental impairment and that of the individual who is experiencing the impairment will be respected.

## 5.0 Other Related Documents

- Alberta Cannabis Framework and related legislation
- Alberta Occupational Health and Safety Act, Regulation and Code
- CSA Z1000: Occupational Health and Safety Management
- [FO 10.0 Liquor Sale, Service and Consumption Policy](#)
- [HS 1.0 Health Safety and Environmental Policy](#)
- [HR 1.18 Workplace Accommodation Procedure](#)
- [SR 1.0 Student Rights and Responsibilities Policy](#)
- Canadian Centre for Occupational Health and Safety Workplace Strategies: Risk of Impairment from Cannabis
- Healthy Minds – Healthy Campuses *Clearing the Air: Lower-Risk Cannabis Use on Campus and Substance Use Policy on Campus: A Framework for Thought and Action*
- McMaster Health Forum *Identifying the Impacts of Cannabis Legalization on Youth, and the Responses that can be taken by Public Institutions*, 11 April 2017

### Document History

| Date              | Action/Change   |
|-------------------|---|
| March 28, 2018    | New. Approved by Executive.   |
| September 6, 2022 | The policy has been revamped and transferred from the VP Academic to the VP Administration and CFO. Added guiding principles. Added references and links to the FO 10.0 Liquor Sale, Service and Consumption Policy, HS 1.0 Health Safety and Environmental Policy, HS 5.0 – Smoke and Smokeless Tobacco-Free Campus and the HR 1.18 Workplace Accommodation Procedure. |
| November 21, 2024 | Minor revision to change the title of Executive Director, RMS, to Associate Vice President of Campus Services.  |