

<b>Procedures:</b>	<b>Substance Use</b>
Associated Policy:	Substance Use – HR 30.0
Procedure Holder:	Human Resources and Student Infrastructure Support
Original Date:	December 2018
Last Revised:	February 2019
Next Review:	February 2021

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## ADDENDUM A: Procedures relevant to Policy HR 30.0

### 1. Cannabis

**NOTE:** Medical cannabis is allowed as per the supporting evidence from a licensed health care provider. Such documentation must be presented to the relevant YukonU department. This would often be Human Resources for staff and Office of the Registrar and/or Campus Housing for students.

The following procedures apply for recreational cannabis:

a) Possession

Adults 19 or older may possess up to 30g of legal dried Cannabis or equivalent. This must be stowed in sealed, scent-proof containers.

Cannabis, in any form, is prohibited in Yukon University Vehicles. Yukon University vehicles are considered public and therefore storage and usage are prohibited.

Cannabis products in your private car must be stored in a closed container and out of reach of both the driver and any passengers.

b) Acquisition

Adults 19 or older may legally purchase and possess up to 30g of legal dried Cannabis or the equivalent.

In the Yukon, Cannabis can be purchased only from an approved retailer. It is illegal to buy from a friend, neighbor or any other unlicensed individual or source.

The sale of Cannabis is prohibited in or on all Yukon University Facilities, or in Yukon University vehicles.

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c) Growing Cannabis on Campus

Cannabis plants may not be grown in or on Campus Facilities. This includes YukonU Campus Housing.

As per territorial legislation, Campus Housing and Campus facilities are on public land. If and when requested, consideration will be given to growing plants for research and academic purposes.

d) Cannabis Consumption in or on Yukon University Facilities and Grounds

Cannabis consumption (in any form) in or on YukonU Facilities is prohibited. This includes YukonU Campus Housing, Field School Stations, practicum and internship sites, conferences and off-site work meetings.

YukonU is a public facility on public grounds and this includes all Campus Housing buildings and units.

Fields Schools, practicum and internship sites, conferences and off-site work meetings are extensions of experiential learning and work environments and normally occur in public spaces, territorial laws around use on public spaces apply.

There are 6 'smoke shacks' on Ayamdigut Campus. Smoking or vaping of Cannabis is not permitted in these public areas, including all Community Campuses. This is in line with territorial legislation.

Smoking or vaping of cannabis in vehicles is prohibited on Yukon University public property, including your private vehicle.

## 2. Alcohol

a) Possession

Adults 19 or older may possess liquor as per the details laid out in the 2002 Yukon Liquor Act.

90(1) Except as provided under this section, no person under the age of 19 years shall consume, purchase, or attempt to purchase or otherwise obtain or be in possession of liquor.

b) Acquisition

Adults 19 or older may acquire liquor as per the details laid out in the 2002 Yukon Liquor Act.

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76(1) No person shall purchase liquor from a person who is not authorized under this Act to sell the liquor.

c) Consumption

Adults 19 or older may consume liquor as per the details laid out in the 2002 Yukon Liquor Act.

For consumption in Campus Housing, see 4.01 of the Campus Housing Standards and Living Handbook (APPENDIX A).

### 3. Tobacco

Yukon Smoke-Free Places Act recognizes that residents of the Yukon have a right to live, study and work in a tobacco-free environment.

Smoking is prohibited outside of any designated smoking area on University owned or leased property including:

- within any University owned or leased buildings, including Campus Housing;
- within any University vehicles.

Designated smoking areas are established and clearly identified in compliance with territorial legislation.

### 4. Vaping

Though vaping does not contain tobacco per se, the same procedures applying to tobacco will apply to vaping on Yukon University campuses.

### 5. Suspected impairment: identifying responding and reporting

All members of the YukonU Community are encouraged to address suspected impairment from any substance (medical, recreational, or other) as follows:

If you become aware of an employee or a student who is showing signs of impairment (regardless of cause), it is imperative that action is taken. All actions should be handled with empathy and without judgement.

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Impairment means having diminished physical and mental control. This can be caused by a variety of factors, for example, substance use (both legal and illegal), fatigue or illness and can potentially result in diminished attention, decision-making or reflexes.

Someone who is impaired may have difficulty completing their work / study tasks safely and may put themselves, colleagues, students and the public in danger.

Examples of responsive actions include but are not limited to:

1. Speak to the employee or student in a private area to discuss their behaviour.
2. If the person is in crisis and needs immediate assistance, contact 911 emergency services.
3. If needed, ask for assistance: get in touch with another colleague, safety and security or human resources.
4. State the concern is about safety for others and themselves. Be mindful of making assumptions about substance use.
5. If necessary, have employee or student escorted home by contacting a family member or taxi; do not allow them to drive if you suspect impairment. If this individual chooses to drive, RCMP should be notified of the safety concern.
6. If applicable, notify senior management: if disciplinary action is required, follow Yukon University policies, Academic regulations and Collective Agreement guidelines on progressive discipline.
7. Provide information on our Employee Assistance Program or Student Counselling Services. Encourage access and use and reassure the person that the services are voluntary and confidential.
8. Safety concerns regarding suspected impairment should be accompanied by an incident report form.

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## APPENDIX A

4.01 Section of the [Campus Housing Standards and Living Handbook](#):

- a. The ability to consume alcohol in Campus Housing is a privilege and one that is subject to revocation. Only alcohol consumption that is respectful and responsible, as determined by Campus Housing staff, will be tolerated. Alcohol may not be consumed in ways that are unlawful, isolating and segregating to other Occupants, swift and/or in mass quantities, or jeopardizing to a person's safety.
- b. You are expected to know and abide by the territorial laws and liquor regulations of the Yukon. If you choose to consume alcohol, you must be nineteen (19) years or older and must not allow persons under nineteen (19) years to consume alcohol in your Unit. It is prohibited for anyone who is underage to drink on University property or come into Campus Housing after drinking elsewhere. It is prohibited for you to provide alcohol to an underage person while on University property or allow an underage person to drink in your Unit. The act or facilitation of underage drinking will result in probation and/or eviction.
- c. Alcohol may only be consumed in the privacy of individual Units or at licensed liquor events on campus. Campus Housing facilities, common areas, parking lots, and other areas of the University grounds are designated public areas where consumption of alcohol is unlawful and prohibited.
- d. You are requested to exercise discretion when transporting alcohol. If you are found transporting open alcohol, you may not be allowed to consume it and may be required to dispose of it immediately.
- e. Yukon University discourages unhealthy drinking behaviour. Engaging in unsafe drinking practices, including but not limited to binge or rapid drinking, drinking games, room crawls, drinking high proof liquor, pressuring others to consume alcohol, and using drinking paraphernalia is prohibited.
- f. Mass consumption of alcohol is strictly prohibited. Determination of mass consumption is at the discretion of Campus Housing and Safety & Security staff members.

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- g. You may be identified as having engaged in mass consumption if you demonstrate one or more of the following:
  - i. Vomiting
  - ii. Loss of mobility
  - iii. Aggressive or strong mood behaviour
  - iv. Failure to respond to directions
  - v. Highly impaired speech
  - vi. State of unconsciousness
  - vii. State of confusion in a familiar setting
  - viii. Medical attention is required
  
- h. Large volume containers (i.e., containers holding more than 2L of beer/cider, 40oz of hard liquor, or 3L of wine), mini-kegs or kegs) and drinking paraphernalia (e.g., funnels, vapourizers, drinking hats) are not allowed in Campus Housing. Possession of mass quantities of alcohol is also prohibited.
- i. Alcohol cannot be made or sold anywhere in Campus Housing.
- j. If you and/or your guest(s) choose to consume alcohol, you must ensure that your consumption does not impact other members of the University community. Alcohol consumption is not an excuse for disruptive or unacceptable behaviour and such behaviour due to intoxication will not be tolerated. Any conduct deemed by Yukon University Staff as potentially dangerous to you or the community, may result in your Emergency Contact, the CARE Team, the Threat Assessment Team, Family and Children Services, or local Emergency Services being called.
- k. Individuals suspected of operating a vehicle while impaired will be reported to the RCMP.

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