

College Operational Policy

Policy Title:	Fit to Learn	Number:	STUD 204
Policy Owner:	Occupational Health and Safety	Date Issued:	January 30, 2019
Supersedes:	N/A	Next Review Date:	June 3, 2019

Fit to Learn

1. Introduction

As part of our commitment to Health and Wellness, Loyalist College is focused on proactively creating a culture of wellness for the betterment of students, staff and faculty. This includes providing a safe, healthy and productive learning environment for the entire College community. It is the expectation that students at Loyalist College will not use impairing substances – legal or illegal – while on campus to negatively affect their ability to learn or participate in activities safely, competently and efficiently.

The purpose of this policy is to:

- › identify the health and safety responsibilities of members of the College community as they relate to being fit to learn, participate in campus activities and maintaining a safe and accident-free environment;
- › establish expectations for reasonable behaviour as it relates to the use of substances that could impact an individual's judgment or their ability to learn safely and competently; and
- › provide all possible supports to those who may need to use an impairing substance, and to do so while respecting their dignity and right to privacy.

2. Application

This policy is applicable to all Loyalist College students while on College premises, or while conducting College activities off premises.

3. Definitions

Impairing Substances - narcotics, illegal drugs, cannabis, prescription drugs as described.

Fit to Learn - not under the influence of any illicit drug, alcohol, or medication that will hinder a student's judgment, performance or capacity to learn.

4. Roles and Responsibilities

4.1 Students will:

- › Report to classes and activities (on- or off-campus) fit and competent to participate in activities safely, and remain so throughout their learning for the day, without any limitations due to use or after-effects of any impairing substances.
- › Advise their faculty or appropriate staff member whenever they have any concerns about their own or their classmates' fitness to learn.
- › Co-operate with the Director of Student Services or an AccessAbility Services staff member in creating an appropriate plan to provide any provisions for the use of impairing substances for medical purposes.
- › Participate fully in any investigation of reported or suspected violations of this policy.
- › Comply with the relevant provincial and federal legislation around possession and distribution of impairing substances while on College property or participating in learning activities.
- › Comply with other relevant College policies around smoking/vaping and alcohol use on campus.

4.2 Faculty members and staff will:

- › Respond promptly to all situations where there are concerns about a student's ability to learn or participate in activities safely.
- › Refer the student to the appropriate AccessAbility Services if they declare themselves as requiring provisions.

4.3 AccessAbility Services staff will:

- › Provide support for and work with students; including referral to a care provider for assessment, treatment, and after-care services.
- › Obtain medical documentation, which will include provision of prescription from a medical care provider.

5. Safety Sensitive Activities

Students are to be especially diligent about being fit to learn or participate in activities that if not performed in a safe manner, can cause direct and significant damage to property, or injury to the student, or others, the public and/or the immediate environment.

6. Provisions for using an Impairing Substance for Medical Purposes

A student with a substance use disorder will not be disciplined as a result of requesting help to overcome a substance use disorder, or as a result of his or her participation and involvement in rehabilitation efforts.

If a student requires for the use of an impairing substance for medical purposes, or requires provisions for substance use disorder, it is required that the appropriate steps are taken as outlined in the Fit to Learn procedure. Otherwise, substance use while learning or participating in campus activities may be grounds for discipline.

7. Privacy and Confidentiality

Medical information provided by the students and his/her care providers is not shared beyond what is necessary.

8. Non-Compliance

Impairment while in the learning environment and false reporting are examples of violations of this policy, consequences of which may follow the College's progressive discipline process, up to and including expulsion.

9. Related Documents

- › [Procedure - Fit to Learn](#)
- › [Appendix A - Student Medical Use of an Impairing Substance Report Form](#)
- › [Appendix B - Fit to Learn Checklist and Investigation](#)

10. References

- › [AOP 209 Student Code of Conduct - Positive Learning & Living Environment](#)
- › [Share the Air Appendix A - Poster](#)
- › [Share the Air Appendix B - FAQ](#)

- › OHS 010 Share the Air Program Policy.
- › OHS 010 Share the Air College Operational Policy.