



**MANITOBA INSTITUTE OF  
TRADES & TECHNOLOGY**

POLICY:  <p style="text-align: center;"><b>MITT Drug &amp; Alcohol Policy - Students</b></p>		POLICY NUMBER:  <p style="text-align: center;"><b>AC-1-5</b></p>
		PREVIOUS/REPLACES:  <p style="text-align: center;"><b>MITT Drug &amp; Alcohol Policy - Students</b></p>
APPROVED BY:  <p style="text-align: center;"><b>Executive Council</b></p>	EFFECTIVE DATE AS OF:  <p style="text-align: center;"><b>October 9, 2018</b></p>	PRIOR VERSIONS:  <p style="text-align: center;"><b>January 27, 2015 October 2, 2015</b></p>

**1. Policy Statement:**

The Manitoba Institute of Trades and Technology (MITT) recognizes that drug and alcohol use is a complex issue which can have serious negative effects on a student’s success at school, on their health, and in their personal lives. While MITT aims to be supportive of personal issues which may contribute to drug or alcohol abuse, MITT must at all times ensure the safety of staff and students. MITT also has a responsibility to ensure there are no illegal or potentially damaging behaviours taking place on-campus, or anytime students are representing MITT.

Distributing, consuming, or being in possession or under the influence of illicit drugs, alcohol, or cannabis products while on MITT property or when representing MITT is strictly forbidden. This applies to all students except as specifically outlined in Section 3.

Any incident involving a student and the distribution, consumption, or being in possession or under the influence of illicit drugs, alcohol, or cannabis products will be reported to the Winnipeg Police Service as appropriate. This includes any incidents involving a student who is a minor (under 18 years old) or who is under the legal age to possess recreational cannabis (19 years old).

Parents or guardians will be informed of any incident involving a student who is a minor (under 18 years old).

**Note re: Recreational Cannabis Legalization (October 17, 2018)**

The legal use and possession of **recreational** cannabis products is viewed by MITT to fall into the same category as alcohol or other legal intoxicants. Distributing, consuming, being in possession or under the influence of cannabis products while on MITT property is strictly forbidden.

Students requiring to use **medical** cannabis or any other prescription drug that impairs cognitive functions while on MITT property will be assessed on a case-by-case basis. Students are encouraged and expected to self-identify their needs and inform MITT Student Services with the understanding that MITT offers safe disclosure. MITT shall provide reasonable accommodation to meet the needs of the student and will consider all accommodation options which still maintain the required level of safety (see Accessibility Accommodation and Support for Post-Secondary Students



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Policy). Students are required to provide evidence to support the need for accommodation. However, if a required accommodation results in an unacceptable risk to the student or to other students and staff or creates undue hardship to MITT, the accommodation may not be possible.

### 2. Scope:

This policy applies to all MITT students.

### 3. Procedure:

The following actions will be taken should any student be found distributing, consuming, in possession of or found to be under the influence of illicit drugs, alcohol or cannabis products on MITT property or while representing MITT:

- The student will immediately cease any class-related activity which poses a safety risk (i.e. operating equipment);
- The student will be subject to immediate, and/or subsequent disciplinary action as deemed appropriate by the MITT Student Discipline Policy. This includes, but is not limited to, an immediate 2 day suspension;
- The supervising Instructor and/or Academic Coordinator, or Student Advisor, will review the situation and determine an immediate transportation plan for the student to safely return home. In the case of a student who is a minor, they must be released to the custody of a parent or guardian;
- If the student is to resume studies following the incident or a suspension, the student may be encouraged, or required in the case of a minor, to participate in drug and alcohol education or support/recovery.

#### 1. Secondary Students/Students Under the Age of Majority

MITT secondary students belonging to a sponsoring high school will be subject to the MITT disciplinary actions described previously, as well as the discipline and drug/alcohol policies of their sponsoring school.

Secondary students enrolled full-time at MITT will be subject to the MITT disciplinary actions described previously.



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### **2. Culinary Arts & Design/Hotel & Hospitality Services/Restaurant & Food Services**

The culinary, food service, and hospitality-related programs at MITT may include the use of alcohol as an ingredient, or as part of beverage service topics in that program's curriculum. This is permitted under the Drug and Alcohol Policy as long as:

- The use and storage of alcohol is monitored at all times by the supervising Instructor;
- Students who are minors are not allowed to consume alcohol when prepared as a beverage, and are not allowed access to keys or areas where alcohol is stored;
- Students who are minors are not allowed to be assigned any duties involving the purchase, transportation, service, or storage of alcohol;
- Consumption of alcohol prepared as a beverage is limited to tasting portions to students who are of legal drinking age.

### **3. Special Events**

The service of alcoholic beverages on MITT property is permitted during authorized special events or meetings held by MITT in designated rooms. Permission to serve alcohol on MITT property must be obtained from the MITT President or designate.

Any event or function where alcohol is to be served and MITT students are to be present as guests or staff, must include appropriate supervision and security and must follow all permit laws, rules, and regulations under the Liquor and Gaming Authority of Manitoba. Under no circumstances will a minor be served alcohol at an MITT event.

Smoking or vaping cannabis at a special event on MITT property is prohibited in the same manner as cigarettes and tobacco (see Smoke Free and Vape Free Policy).

### **4. Administration:**

The Vice-President Academic is responsible for ensuring that this policy is adhered to.

### **5. Review:**

This policy will be reviewed by Executive Council every 5 years.



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### 6. Reference:

#### **MITT Policies:**

Accessibility Accommodations and Supports for Post-Secondary Students

MITT Student Behavior Policy

MITT Student Discipline Policy

Smoke Free and Vape Policy

Use of MITT Facilities Policy

#### **Legislation:**

*The Liquor and Gaming Control Act*

*The Age of Majority Act*

*The Human Rights Code (Manitoba)*

*The Smoking and Vapour Products Control Act*

*The Public Schools Act*

### 7. Definitions:

**Illicit drug:** Any substance where it is illegal to possess or consume. This includes prescription drugs which are possessed or consumed by someone other than the person to whom they were prescribed. This also includes recreational cannabis products possessed/consumed by someone under 19 years old.

**Minor:** Students under the age of 18 are considered minors. Students under the age of 19 are considered minors on issues related to recreational cannabis products.

**Reasonable Accommodation:** An accommodation is reasonable when there is an adequate process used to decide on the type, degree and possibility of accommodation, and the effort and actions taken by the responsible party are sufficient.

**Undue Hardship:** Undue hardship is defined as more than minimal hardship and must be based on actual evidence of hardship and not merely assumptions or prejudices. Various factors are considered when assessing undue hardship including financial implications, health and safety risks, legitimate operational requirements, disruption to a collective agreement, and the potential of the accommodation to negatively impact morale. In addition, the Manitoba Human Rights Commission considers the nature, size, and scope of a business or organization directly to what is reasonable accommodation in the circumstances.