

Policy Name	Student – Fit for Learning		
Policy #	111	Category	100: ACADEMICS
Steward	Manager, Learner Experience	Date Approved	May 16, 2024
Next Review Date		Date Reviewed or Revised	

POLICY

Suncrest College is committed to providing a safe, productive, and healthy environment for its students, employees, the public, and community members. As such, students of the College are expected to be fit for learning while attending college courses or other college sponsored activities.

This policy establishes a consistent framework to prevent and address situations where students, while on College property or acting as College representatives, are affected by the inappropriate use of drugs, alcohol, medication, or any other substance that may jeopardize the safety of themselves or others.

PRINCIPLES

1. Suncrest College is committed to protecting the health and safety of students and employees, as well as maintaining a safe learning environment.
2. Suncrest College maintains a zero-tolerance stance for any learner who puts their peers, College staff, or the public at risk due to impairment. Students who report unfit to learn and or refuse to cooperate in the efforts toward creating a safe learning environment may be subject to discipline or course discontinuation.
3. Students are expected to abide by all government legislation pertaining to the possession and use of drugs and alcohol.
4. The possession, use, distribution, advertising, and / or sale of drugs, alcohol, and drug paraphernalia on College property is strictly prohibited.
5. Students shall ensure they are fit for learning and shall remain fit for learning while attending all classes or other college-sponsored activities whether remote, online, or in person.

6. Students are prohibited from participating in on-campus, remote, or virtual learning sessions while under the influence of recreational substances that may impair their performance or compromise safety to themselves or others.
7. Students on medically approved substances that may impair their performance or compromise safety to themselves or others, must inform their Instructor, Student Advisor, or Program Coordinator. Proof of medical authorization may be required.
 - 7.1. Appropriate college staff will work together to coordinate assistance and accommodation, as required.
8. Students who present as unfit for learning will be sent home via safe transportation.
 - 8.1 The incident shall be reported to the Program Coordinator and Manager/Chair for further follow-up.
9. The College acknowledges that some Students may struggle with Substance Use Disorder(s) and will provide reasonable accommodation to such Students in accordance with the Human Rights Code.
10. If a student is prescribed a potentially impairing substances (e.g., cannabis) for medical purposes, the College may accommodate this requirement with proper safeguards in place, and in accordance with other relevant policy. However, Students do not have an absolute right to consume drugs on College premises, including cannabis, even for medical purposes, and are responsible for being Fit to learn while attending College Campuses or properties or participating in any College-related activities.

SCOPE

This policy applies to all students while on College property or when participating remotely, or virtually in events as a College representative.

DEFINITIONS

Fit for Learning - A physical and cognitive state, free from impairment of any legal or illegal drug, alcohol, medication, or any other impairing substance or condition that allows individuals to perform their academic, social, and other tasks safely and effectively and does not hinder performance, disrupt the learning experience, or compromise the safety of the individual or others.

Impaired or Impairment - A deterioration or diminishment of an individual's physiological ability, functioning, judgement, or condition; includes but is not limited to the individual being unable to function as that individual does under normal or usual conditions, or safely, because of intoxication by a substance. Reasons for impairment could include, but are not limited to:

sleep deprivation, physical or mental health issues, the consumption of legal or illegal drugs or medications, or the consumption of alcohol.

Signs of Impairment - Signs of impairment may include, but are not limited to: slurred speech, lack of physical coordination, erratic behavior, or the scent of alcoholic beverages, cannabis, or other drugs

College Campuses and Properties - In addition to the College's physical campuses and centers, includes, for the purposes of this policy, any building, structure, parking lot, College vehicle, space or land (including vacant land or space) controlled, owned, leased and/or occupied by the College, as well as technology and technological spaces – such as online learning platforms and social media networks – that are relied upon by Students and /or Employees in completion of their studies and/or work.

College Related Activities - Any type of activity conducted under the auspices of the college, at any location, including online or virtual locations (e.g. instructions, practicums, co-op or other work experience placements, international field schools, sports events and artistic performances); events and activities held on the college Campuses and Properties but within the exclusive control of an organization or group external to the College are not deemed College related.

Student - A person enrolled in studies at the College in Credit or non-credit courses.

Disciplinary Action - Violation of this policy will be addressed in accordance with the College's Discontinuation and Academic Integrity Policy and could include actions up to and including discontinuation.

PROCEDURES

Students and College Staff share the responsibility to protect the health and safety of themselves and others while attending college courses or other college sponsored activities.

College Staff Responsibilities:

1. College Staff are to be familiar with this policy and the resources available.
2. College Staff are responsible for identifying situations that may cause concerns about a Learner's ability to effectively manage their academic responsibilities. Staff have a responsibility to report such concerns to Coordinator and/or an Out-of-Scope supervisor; and
3. College staff have the responsibility to ask Learners who present unfit for learning to leave the campus, class, or other college sponsored activities whether remote, online or in person.

Student Responsibilities:

1. No student shall attend campus, class, or other college sponsored activities whether remote, online or in person while his or her ability to learn is impaired by any impairment causing substance. Students are to present fit for learning. It is not acceptable to attend while impaired by cannabis, alcohol, or any impairment causing substance.
2. All Students are expected to abide by the provisions of this policy;
3. Students using prescription medications are expected to manage potential impairment that may affect performance during school sanctioned activities, and are expected to be aware of the side effects of their prescription medication;
4. Students shall advise their Instructor, Advisor or Program Coordinator whenever they witness concerns about a co-student's fitness for learning;
5. Students must disclose and may request a suitable accommodation if they have a medical condition or dependency that requires the use of an impairment causing substance; and
6. Students needing rehabilitation for substance abuse are encouraged to seek support and referral from a Program Advisor or through their personal health care professional.

The Student Services Department shall keep disclosure and all medical information confidential.

LEGISLATIVE AND COLLECTIVE AGREEMENT REFERENCES

- [Saskatchewan Human Rights Code](#)
- [Cannabis Act \(S.C. 2018, C. 16\)](#)
- [Controlled Drugs and Substances Act \(SC 1996, c 19\)](#)

LINKS TO OTHER RELATED POLICIES, DOCUMENTS, AND WEBSITES

- [Policy #104 - Learner Discontinuation](#)
- [Policy #101 - Academic Integrity](#)
- [Policy # 311 - Accommodation Policy \(legacy Cumberland College\)](#)
- Form – Student Request for Accommodation -
- Form – Request for Learner Assistance