



## POLICY STATEMENT

Policy Name	<b>Cannabis and Tobacco Use</b>		
Policy #	<b>719</b>	Category	<b>Human Resources</b>
Policy Sponsor	<b>Associate Vice-President, Human Resources</b>	Previous Revision Date	<b>October 11, 2018</b>
Policy Approved by	<b>President &amp; CEO</b>	Issue or Revision Date	<b>April 4, 2024</b>
Procedures Approved by	<b>CFO &amp; Vice President, Administrative Services</b>	Review Date	<b>April 4, 2029</b>

See the related [PROCEDURES](#).

### PURPOSE

This policy will support the commitment of Saskatchewan Polytechnic (Sask Polytech) in providing a safe and healthy work and study environment.

### SCOPE

This policy applies to all employees, students, contractors, visitors, and members of the general public granted access to or using Sask Polytech's services and/or facilities.

This policy does not affect the rights of cultural or religious groups respecting traditional spiritual or cultural practices or ceremonies.

### GUIDING PRINCIPLES

Sask Polytech is committed to complying with all legislative requirements with respect to the practice of smoking, including meeting requirements found in *The Tobacco Control Act*, *The Saskatchewan Employment Act* and the *Occupational Health and Safety Regulations*.

### POLICY

1. Smoking or any other form of consumption of Cannabis (Marijuana) for recreational use is strictly prohibited in all buildings, facilities, and property that Sask Polytech owns, leases or rents (including student residences and all outdoor areas), in Sask Polytech vehicles (including CVA's), and in designated smoking areas. If consumption of Cannabis is for physician-prescribed medicinal purposes, the Reasonable Accommodation policy 712 should be consulted.
2. Smoking and Tobacco use is prohibited in all buildings, facilities, and property that Sask Polytech owns, leases or rents (including student residences and all outdoor areas) and Sask Polytech vehicles (including CVA's), except as permitted in the related procedures.
3. Spitting on Sask Polytech property in general or while using specialty tobacco products such as chewing tobacco, smokeless tobacco and snuff is prohibited in all areas including designated smoking areas.

4. The possession and/or smoking of illegal substances is strictly prohibited on property that Sask Polytech owns, leases or rents.

## **DEFINITIONS**

### **Cannabis (Marijuana)**

Includes the leaves, including dried leaves, and flowering tops of the pistillate hemp plant that yield tetrahydrocannabinol (THC), that may be processed in any substance, form or manner that permits inhalation, injection, absorption or consumption in any manner.

### **Smoking**

Smoking is the practice of burning Tobacco, and/or other substances and inhaling the resulting smoke including from any device. For the purposes of this policy, smoking includes the use of electronic cigarettes and any other vaporizing device.

### **Tobacco**

A product composed in whole or in part of tobacco, including tobacco leaves and any extract of tobacco leaves, but does not include any product for use in nicotine replacement therapy. It includes, but is not limited to, cigarettes, cigars, cigarillos, pipe tobacco, and specialty tobacco products such as chewing tobacco, smokeless tobacco, and snuff.

## **RELATED POLICIES/DOCUMENTS**

Code of Conduct 703

Reasonable Accommodation 712

Smudging, Pipe Ceremonies and other Indigenous Ceremonial Use of Smoke 1215

Student Code of Conduct (Non-Academic) 1211b

*Smoke-Free Workplace Policy, Section PS812, Saskatchewan Public Service Commission*

## **APPLICABLE LEGISLATION OR REGULATIONS**

*The Tobacco and Vapour Products Control Act*

*The Occupational Health and Safety Regulations, 2020*

*The Saskatchewan Employment Act*