



POLICY STATEMENT

Policy Name	Fit for Duty and Learning		
Policy #	607	Category	Health and Safety
Policy Sponsor	Associate Vice-President, Human Resources	Previous Revision Date	N/A
Policy Approved by	President & CEO	Issue or Revision Date	February 8, 2019
Procedures Approved by	CFO & Vice-President, Administrative Services	Review Date	February 2024

See the related [PROCEDURES](#).

PURPOSE

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

SCOPE

This policy applies to all students and employees of Saskatchewan Polytechnic, as well as contractors, visitors, or members of the public granted access to or using Saskatchewan Polytechnic’s services and/or facilities.

GUIDING PRINCIPLES

1. Saskatchewan Polytechnic is committed to protecting the health and safety of employees and students, as well as maintaining a safe work and learning environment.
2. Saskatchewan Polytechnic complies with all legislative requirements with respect to a healthy and safe learning and work environment, including meeting requirements found in *The Saskatchewan Employment Act* and *The Occupational Health and Safety Regulations*.
3. Saskatchewan Polytechnic respects the Saskatchewan Human Rights Code and makes accommodations where reasonably practicable, as per policy # 712 Reasonable Accommodation.

POLICY

1. All students are expected to be Fit for Learning while carrying out their Saskatchewan Polytechnic academic and social tasks.
2. All employees are expected to be Fit for Duty while carrying out their Saskatchewan Polytechnic employment duties.

DEFINITIONS

Fit for Duty

A physical and mental state, free from impairment, that allows individuals to perform their job safely and effectively. Reasons for impairment may include, but are not limited to: sleep deprivation, physical or mental health issues, the consumption of a legal or illegal drug or the consumption of alcohol.

Fit for Learning

A physical and mental state, free from impairment, that allows individuals to perform their academic and social tasks safely and effectively. Reasons for impairment may include, but are not limited to: sleep deprivation, physical or mental health issues, the consumption of a legal or illegal drug 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 behaviour, or the scent of alcoholic beverages, cannabis or other drugs.

RELATED POLICIES/DOCUMENTS

Alcohol on Saskatchewan Polytechnic Premises 305
Cannabis and Tobacco Use 719
Code of Conduct 703
Reasonable Accommodation 712
Student Conduct (Non-Academic) 1211b

APPLICABLE LEGISLATION OR REGULATIONS

The Occupational Health and Safety Regulations
The Saskatchewan Employment Act
The Saskatchewan Human Rights Code