

1. Introduction

The Federal Government's *Cannabis Act*, will make it legal for adults to possess and use legal cannabis for recreational purposes, subject to certain limitations. The Government of Ontario has passed the *Cannabis Act, 2017* and has introduced Bill 36, the Cannabis Statute Law Amendment Act, 2018 which has passed second reading. This Bill will come into effect on October 17, 2018 or the date in which it receives Royal assent, whichever is later. These Acts regulate the use and distribution of recreational cannabis in Ontario. Both the Federal and Provincial legislation will come into effect, October 17, 2018.

To prepare for the legalization of cannabis, the University of Windsor formed a committee, with representation from: Campus Community Police, the Office of the Student Experience, the Office of the Vice-President, Human Resources, Residence Services, Legal Services, Health and Safety, the Office of the Provost and Vice-President Academic, the University of Windsor Students' Alliance, the Graduate Student Society and the Organization for Part-Time University Students. The committee was tasked with creating a document to guide the University's preparations and responses to recreational cannabis legalization.

As a result of the presence of many existing policies that address cannabis use and possession either directly or indirectly, the University of Windsor has elected to create a Cannabis Strategy document to guide its policy and operational responses to cannabis use rather than developing a new stand-alone policy that consolidates and re-envisions the University's responses to this substance.

University of Windsor policies, programs or units in existence that address cannabis use, misuse and possession include:

- Student Code of Conduct
- Sexual Misconduct Policy
- Residence Student Handbook
- Smoking and Tobacco Policy
- Student Mental Health Strategy
- Student Accessibility Services
- Student Health Services
- Office of Human Rights, Equity and Accessibility
- Student Counselling Centre
- Employee Assistance Program

This document is based on the work of Brock University, which was one of Canada's first universities to develop a strategy response to cannabis legalization.

2. Confirmed Position Regarding Smoking Cannabis

On September 27, 2018 the Government of Ontario announced amended legislation (Bill 36) to permit residents to smoke cannabis anywhere tobacco can be smoked in the province. In keeping with this, the University of Windsor will permit the smoking of cannabis on campus only in designated smoking areas, which have been identified by the

University. The University will continue with its plans to establish a smoke-free campus by September 2020. The University will be taking its first step towards establishing a smoke-free campus by decreasing the number of designated smoking areas. Both tobacco and cannabis will have to be smoked in these designated areas. Signage and various communications will be implemented on or after October 17 to inform the community of these requirements.

3. Managing Cannabis through a Public Health Lens

Canada and Ontario have a successful history of addressing public health issues. The University of Windsor response to the legalization of cannabis will draw upon these approaches, which are based on evidence and informed by best practices.

Research and best practice indicates that successful strategies that address public health issues, design and deliver interventions in the following key areas:

	Tobacco	Drinking and Driving
1) Policy	<ul style="list-style-type: none"> - Limit, manage advertising - Set pricing - Age limits on purchases 	<ul style="list-style-type: none"> - Blood alcohol limits - Mandatory training for establishments or events serving alcohol
2) Environment	<ul style="list-style-type: none"> - Limitations where smoking can take place - Removing vending machines 	<ul style="list-style-type: none"> - Restrictions in print and television regarding alcohol advertising - Alcohol retailers must be a certain distance from schools
3) Knowledge and Awareness	<ul style="list-style-type: none"> - Comprehensive awareness campaigns regarding cancer and the risks of second-hand smoke 	<ul style="list-style-type: none"> - Low risk drinking guidelines - Fetal Alcohol awareness campaigns, labelling and public campaigns like MADD, etc.
4) Enforcement	<ul style="list-style-type: none"> - Large fines for retailer that sell tobacco to minors 	<ul style="list-style-type: none"> - Suspension of alcohol licences and fines for bars, restaurants engaged in inappropriate service

Cannabis, like alcohol is a public health concern. Regarding cannabis legalization, the University of Windsor and the Government of Ontario have existing, forthcoming, or potential programs, policies, or initiatives that address each of these four intervention areas:

	Government of Ontario	UWindsor
1) Policy	<ul style="list-style-type: none"> - Legalization legislation (Forthcoming) - Rigorous THC content levels and labelling for legalized cannabis products (Existing) 	<ul style="list-style-type: none"> - Smoking & Tobacco Policy (Existing) - Student Code of Conduct (Existing) - Residence Code of Conduct (Existing) - Accommodations policies, practices – students and employees (Existing)
2) Environment	<ul style="list-style-type: none"> - Determination of dispensary locations (Forthcoming) - Regulating and limiting cannabis marketing aimed at young adults and other populations (Potential) 	<ul style="list-style-type: none"> - Examine on campus advertising policies regarding cannabis (Forthcoming) - Advocate for appropriate distance of any dispensaries (Potential) - Create signage in Residence and other campus locations to clarify cannabis usage rules (Potential)
3) Knowledge and Awareness	<ul style="list-style-type: none"> - Awareness campaigns aimed at youth regarding cannabis legalization and cannabis use and misuse (Forthcoming) - Harm reduction campaigns (Potential) 	<ul style="list-style-type: none"> - Create UWindsor-specific harm reduction and legalization marketing products, with particular emphasis on Residence (Potential) - Invest in an online cannabis self-assessment product like e-Toke (Potential)

	Government of Ontario	UWindsor
		<ul style="list-style-type: none"> - Training for key personnel to assess, refer and treat student misuse and addiction (Existing) - Training for key HR personnel to refer and support employees with drug misuse issues (Existing)
4) Enforcement	<ul style="list-style-type: none"> - Alcohol and Gaming Commission of Ontario (Existing) - Windsor Police, Ontario Provincial Police (Existing) - Effective roadside tool to test cannabis levels (Potential) 	Campus Community Police to enforce cannabis use and possession per legislation and existing law enforcement policies (Existing)

4. Current Status of Cannabis Use – University of Windsor

The University of Windsor does not have student or employee survey data to suggest what cannabis rates are within these populations. However, there is little reason to suspect that the number of students and employees using cannabis at the University are different than rates in the rest of the province or Canada. Rates of cannabis use among young and older adults in Ontario and Canada are as follows:

- In 2012, the Canada Community Health Survey found that 28% of persons between the age of 15 and 24 in Ontario used cannabis at least once in the past 12 months ([Stats Canada](#)). This same survey found that 11% of persons between the age of 25 and 64 in Ontario used cannabis at least once in the past 12 months (Stats Canada)
- In 2012, the Canada Community Health Survey found that 4.9% of persons between the age of 15 and 24 in Ontario indicated they had struggled with a cannabis use disorder in the past 12 months (Stats Canada). This same survey found that 0.6% of persons between the age of 15 and 24 in Ontario indicated they had struggled with a cannabis use disorder in the past 12 months (Stats Canada).
- In 2018 data, individuals aged 15 to 44, cannabis use prevalence was over 22%, compared with 7% for those aged 45 years and older.
- In 2013, 1.9% of postsecondary students in Ontario used cannabis daily based on the [National College Health Assessment](#) (NCHA), which included a random sub-sample of 16,123 students from 16 self-selected Ontario postsecondary institutions.
- In 2016, the Canadian version of the National College Health Assessment (nearly 30 self-selected universities) found that 17.9% of students reported cannabis use in the past month.
- The Canadian Centre for Substance Abuse reported in 2016 that in the past-year cannabis use among youth (15-24) was 24.4%, which is more than 3 times higher than rate for adults (8.0%)
- A 2018 [study](#) from Washington State University (WSU) suggests that student use of cannabis at that institution increased significantly in the years after legalization *“both in the proportion of undergraduate students who reported having recently used marijuana and in the average frequency of use.”*

5. The Legal Context

Under the Federal Bill, it will be legal for adults to possess and use up to 30 grams of cannabis, however, both the federal legislation and Ontario’s Cannabis Statute Law Amendment Act, 2018 includes restrictions as to how and where cannabis will be legal. The table below summarizes the legal context:

Issue	Question	Legislation/regulations
Possession	Will it be legal to possess cannabis on campus?	Yes. It will be legal for adults (19 and older) to possess up to 30 grams.

Issue	Question	Legislation/regulations
Public Outdoor Consumption	Will it be legal to consume cannabis on campus outdoors?	Yes. Like tobacco, cannabis can be smoked only in designated smoking area on campus.
On-Campus Indoor Consumption	Will it be legal to consume cannabis on campus indoors?	Like tobacco, it will be prohibited to smoke cannabis in any indoor area on campus including but not limited to offices, classrooms, any individual or shared student rooms in Residence, any indoor common areas including elevators, hallways, party or entertainment rooms, and lobbies. This includes the use of electronic cigarettes devices and/or vaping.
Cultivation	Will it be legal to grow cannabis on campus?	Under the Federal Bill, it will be legal for adults 18 years or older to grow up to 4 cannabis plants per “dwelling house” for personal use. “Dwelling house” definition includes “any part of a building that is kept or occupied as a permanent or temporary residence”. See Residence section below for details of proposed residence restrictions. The <i>Ontario Cannabis Statute Law Act</i> increases the age for cultivation to 19.
Online Ordering	Will it be legal to order cannabis to campus?	Ontario intends to make recreational cannabis available for online ordering through the private sector for people 19 and over. The University will not facilitate the delivery of cannabis on campus.
Medicinal use	Will it be legal to use cannabis for medicinal purposes on campus?	The <i>Ontario Cannabis Statute Law Act</i> specifies that a medical cannabis user may consume cannabis for medical purposes in public places, workplaces, vehicles and prescribed places, subject to any prohibitions or restrictions under the <i>Smoke-Free Ontario Act, 2017</i> . Please consult with the Department of Human Resources for workplace accommodation matters.
Minors	What will the laws be with respect to minors	In Ontario, it will be illegal for any person under 19 to possess, consume, or attempt to purchase, purchase, or distribute cannabis in any form.
Driving	Will it be legal to drive while under the influence?	It will be illegal to drive drug-impaired. There will be zero tolerance for young, novice and commercial drivers.

6. University of Windsor’s Responses to Cannabis

A. Residence

Upon the formal legalization of cannabis, Residence Services will review and update its [Residence Student Handbook](#) accounting for the following statements outlined in this section:

- Residents of legal age, are permitted to possess up to 30 grams of cannabis. Cannabis will be limited to products legally purchased from approved provincial dispensaries. Residence staff and Campus Community Police have the right to request receipts for any cannabis products in a student’s possession. Cannabis accessories (bongs, grinders, pipes, etc.) will be permitted in Residence rooms but cannot be used in Residence.
- Smoking is prohibited indoors in all residences. Per the *Ontario Cannabis Statute Law Amendment Act*, person 19 years and older will be permitted to smoke cannabis on campus at designated smoking areas.
- Pending their legal sale in Ontario, students living in Residence, will be permitted to consume legally purchased cannabis edibles in Residence rooms and Residence lounges. Edible cannabis cannot be consumed in the following locations: kitchens, hallways, elevators, and residence lobbies.
- Residents will not be allowed to cook, bake or heat up cannabis in any of Residence’s kitchen facilities or in their individual residence rooms.

- Residents 19 years of age and over are prohibited from sharing or distributing cannabis products to under-age students. Students caught sharing or distributing cannabis with underage students may be subject to processes and sanctions under the Residence Student Handbook, or, the Student Code of Conduct.
- Consequences for underage possession, possession over 30 grams and distributing to a minor will be similar to those already in place for alcohol under the Residence Student Handbook or the Student Code of Conduct.
- Cultivation of cannabis is not permitted in any Residence rooms or anywhere else on campus, including the Community Garden. Cultivation is prohibited due to the following reasons: odour and electrical and fire safety considerations.
- Online ordering will not be permitted to Residence or anywhere else on campus. As is presently the case with alcohol, Residence Services will not take responsibility or accept liability for verifying the age of the recipient.
- Residents with documentation allowing medicinal use of Cannabis will be accommodated through UWindsor's accommodation process. Students who require an accommodation for medical cannabis should visit the [Student Accessibility Services](#) to make formal arrangements.
- Residence Services will review its position regarding cannabis annually prior to the commencement of the academic year

B. Human Resources & Occupational and Environmental Health and Safety

- The University's expectations of its employees has not changed
- Employees are expected to report fit to work
- In keeping with its obligations under the Occupational Health and Safety Act, the University requires that all employees (Faculty, Staff, Graduate and Teaching Assistants, Student Employees etc.) report fit to work and remain fit to work
- In addition, individuals in safety-sensitive positions are not permitted to consume cannabis while at work
- According to the Canadian Human Rights Commission, a safety-sensitive position can be defined as one that, if not performed in a safe manner, can cause direct and significant damage to property, and/or injury to the employee, others around them, the public and/or the immediate environment.
- Safety-sensitive positions include, but are not limited to the following:
 - Campus Community Police
 - Individuals working at heights
 - Individuals who operate motor vehicles as part of their job duties
 - Individuals working in labs
 - Individuals working in a kitchen or serving/preparing food
 - Individuals operating machinery or equipment of any kind

C. Community

- Delivery from online ordering will not be permitted onto campus. There are strict rules that have been established by the government and the University's mail service will not take responsibility or accept liability for verifying the age of the recipient.
- The University has a small number of private residences on campus, four of which are located in the Residence community. As the University looks to become a smoke-free campus by September 2020, the University will explore what if any actions it may wish to take to limit the smoking of cannabis in these locations.
- In the first year following the approval of federal and provincial legislation, the University will undertake a review of its Student Code of Conduct, and other policies that may need to be adjusted to accommodate the new legalization.
- As per the University's stated goal of becoming a smoke-free campus in September 2020, consultations will be taking place over the next several months with various groups within the University Community to update the *Smoking and Tobacco Policy*.

- Direction will be given to appropriate units across the University to examine and update protocols, policies and procedures regarding the use of equipment and chemicals in labs and studios.

D. Knowledge and Awareness:

- Once released by the province, the University of Windsor will distribute provincial materials concerning cannabis legalization and use. It is understood that these products and additional marketing products and campaigns will represent a first step to clarifying the province's position on cannabis.
- The University will monitor the impact of the province's awareness campaign and will assess the use of cannabis by the community and will determine if additional awareness materials need to be developed.
- Any information produced by the University will be informed by evidence-based and harm reduction approaches.
- Physicians at Student Health Services and counsellors at the Student Counselling Centre will provide screening and supports for students who identify substance misuse as a concern and training will be undertaken to ensure that providers in both units have the latest knowledge and skills to assess, refer and if appropriate treat students experiencing a misuse issue.
- The University will not permit cannabis-related sales and distribution advertising on its campus.

E. Enforcement:

- Campus Community Police will enforce any breach of the legislation once it has come into effect. (e.g. possession under 19 years, etc).
- As needed, Campus Community Police will assist Residence Services to apply Residence's community standards as they pertain to the use and misuse of legalized cannabis.
- Pending approval by the province, and at their discretion, Campus Community Police may issue Provincial Notices of Offence to any student or employee who contravenes the provinces cannabis legislation.
- Breaches of the legislation by students will be addressed by Campus Community Police and through the Office of Student Experience under the Student Code of Conduct and/or by Residence under the Residence Student Handbook.
- Discipline under the Student Code of Conduct in most cases begins with an emphasis on education. Repeat offences may require additional outcomes under the Code that may be deemed as punitive (e.g., termination of residence contract, censure, suspension).

7. Communications:

Working with the cannabis strategy committee, Public Affairs and Communications, the Office of the Vice-President, Human Resources, the Office of Student Experience, Residence Services and others, the University will work to inform internal and external audiences about the University's position in relation to legalized cannabis. Steps to be taken include:

- A University of Windsor Cannabis website will be created. This will be the main repository for all cannabis-related information and announcements from the University, including this strategy.
- A Frequently Asked Question document will be prepared for the community and made available online at the University of Windsor Cannabis website (www.uwindsor.ca/recreationalcannabis). It will be updated as is necessary.
- The Office of the Vice-President, Human Resources will post an Information Bulletin to the website.
- A story about the legalization of recreational cannabis will be featured in *The Daily News*.
- Once the documentation is posted to the website, the Office of the Vice-President, Human Resources, the Office of Student Experience with the support of Public Affairs and Communications will post about the University's position on cannabis legalization on various social media platforms.
- The Office of the Student Experience will send a separate cannabis-specific newsletter to students advising them of the Cannabis Strategy and the University's position on various key issues, including cannabis and the use of chemicals or potentially dangerous equipment in labs or studios.

- The University will develop and distribute posters across campus to raise awareness about cannabis legalization and the University's position regarding cannabis use on University property.
- Due to the University's proximity to the United States, students will be reminded that cannabis remains illegal in many of the states in the United States of America and that possession and/or use of this substance at the border or in the United States could result in serious legal consequences, including criminal charges.
- The University will review the Province's marketing materials once they become available and will decide at that time if any supplementary marketing efforts will be needed. The University will want to ensure there is accurate and wide spread messaging on the following key issues:
 - Legalization: what it is and isn't
 - Cannabis use, misuse rates, social norms information
 - Harm reduction and lower-use approaches to cannabis

Following legalization, the University of Windsor will carefully monitor the use of cannabis within the community and, based on future developments, may design and implement marketing initiatives and other programs that will work to limit the negative impacts of cannabis use by its students.

8. Review

As this is a developing area and a significant cultural shift for the University community, it is proposed that the strategy remain flexible and adaptive to any concerns and needs identified as the legalization of cannabis evolves. The strategy will be reviewed by the committee that collaborated to create this document within a year from the date of finalization and will meet periodically after that to review, assess and make changes to this document as is deemed necessary.