

**Springbank Park For All Seasons (SPFAS) Policy  
Regarding the Consumption or Other Use of Alcohol, Tobacco, Vaping  
Products, Cannabis and Illicit Drugs at SPFAS Facilities  
Approved by SPFAS Board of Directors on December 17, 2018**

**Effective December 17, 2018**

**Background**

SPFAS, incorporated under the *Agricultural Societies Act*, is a community-based, not-for-profit society organized to promote and encourage educational, cultural, athletic, recreational and community endeavours at its two facilities, the Springbank Park For All Seasons and the Springbank Lions Soccer Park.

As a community-based organization, SPFAS strives to provide facilities where people of all ages feel safe and welcome and which comply with the legislative and regulatory requirements of the Federal Government of Canada, the Province of Alberta and Rocky View County.

**Principles**

The safety of all individuals who visit, volunteer at or are employed at the SPFAS facilities is of paramount importance to SPFAS.

SPFAS recognizes the importance of the existence of clear guidelines regarding the consumption of alcohol, use of tobacco, vaping products, cannabis and illicit drugs so that individuals coming to SPFAS are aware of what activities are permitted on-site and which are prohibited.

**Application to General Public**

- 1) No smoking of cigars, cigarettes or other similar products is permitted on either of the two SPFAS sites.
- 2) No vaping of any substances is permitted on either of the two SPFAS sites.
- 3) No cannabis consumption (by smoking, ingestion or otherwise) is permitted on either of the two SPFAS sites.
- 4) Alcohol consumption is only permitted in the Springbank Sports Lounge by those of the age of majority.

Should SPFAS Staff Members observe any of the above-noted activities, they shall:

- (i) Request that the individuals refrain from engaging in the prohibited activities and refer to the provisions of this Policy;
- (ii) In cases that occur during school hours where the alleged violators appear to be SCHS students, report the activities to SPFAS Management, who in turn will contact SCHS Administration;
- (iii) Prepare SPFAS Incident Reports should individuals fail to comply with Staff's request to stop the activities in question or become confrontational.

Supplementary Information: SPFAS Staff Members are to focus their efforts primarily on monitoring activities inside SPFAS facilities. SPFAS Staff Members are not expected to patrol the two sites in search of violators. In prioritizing Staff Members' responses to policy violations, higher priority is to be given to addressing alcohol and/or cannabis consumption activities that may lead to individuals becoming impaired and lesser priority is to be given to addressing the smoking and vaping of tobacco products. The contracted Lounge operators are assigned the task of monitoring visitors within the Lounge premises.

### **Application to SPFAS Employees**

The responsibility of all SPFAS employees to not be impaired by the consumption of alcohol, cannabis or other illicit drugs begins when they arrive at SPFAS to begin their work shifts and continues throughout the entirety of their shifts at SPFAS.

SPFAS employees shall not, during working hours, possess and/or consume alcohol, cannabis or other illicit drugs that may cause impairment.

During working hours only, smoking and/or vaping is permitted for SPFAS employees (and for SPFAS employees only) within the main fenced compound area immediately outside of the workshop. Nowhere else on either of the two SPFAS sites is smoking and/or vaping permitted.

For SPFAS purposes, "employee impairment in the workplace" occurs when an employee demonstrates physical, mental and/or cognitive limitations (or a combination of all three) which may potentially, or do actually, compromise that employee's ability to safely perform his or her work duties (including responsibilities for ensuring that the safety of the general public, of fellow employees and of the employee him/herself is paramount).

For SPFAS purposes, should a test (conducted by a qualified and accredited third party) for the presence of alcohol in an employee result in a blood alcohol content (BAC) reading of 0.05% or higher, that employee shall be deemed to be impaired.

For SPFAS purposes, the determination of whether an employee may or may not be impaired due to the consumption of cannabis or other substances shall be based on the application of a series of criteria and the appearance of indicia of impairment rather than on referral to a specific measurement as is available for the testing of BAC. These criteria and possible indicia are outlined in the attached SPFAS Impairment Assessment Form.

All SPFAS employees have a responsibility to ensure that the safety of the general public, of their fellow employees and of themselves is paramount, and their duties shall be carried out accordingly. Should an employee observe a fellow employee engaged in prohibited activities or demonstrating signs of possible impairment, that employee shall immediately inform SPFAS Management of this observation and SPFAS Management shall assume responsibility for addressing the matter.

Should a SPFAS employee demonstrate signs of impairment due to the possible consumption of alcohol, cannabis or other substances upon arrival at SPFAS immediately prior to beginning a work shift, or at any time during a work shift, SPFAS Management reserves the right to utilize the attached SPFAS Impairment Assessment Form to perform an assessment of that employee's condition and capacity to perform his or her work duties. In addition to the SPFAS Impairment Assessment Form, a SPFAS Incident Report will also be completed by SPFAS Management.

Should the results of SPFAS Management's impairment assessment as described above lead to SPFAS Management deeming the employee to be impaired, one or more of the following actions shall be taken:

- (i) Pertaining to Alcohol Consumption Only: The employee shall be directed to cease the performance of his or her duties in the SPFAS workplace and shall then either be driven by SPFAS Management to a location where a test for the presence of alcohol can be performed, or to that employee's residence, or to a hospital/clinic;
- (ii) Pertaining to the Consumption of Cannabis or Other Substances: The employee shall be directed to cease the performance of his or her duties in the SPFAS workplace and shall be driven by SPFAS management to that employee's residence, or to a hospital/clinic.

An employee's refusal to participate in an impairment assessment and/or alcohol testing procedure may lead to the employee being subject to disciplinary measures that may include suspension or termination of employment.

An employee who is deemed to have been impaired while at work at either of the two SPFAS facilities shall not receive pay for any portion of the day on which the impairment occurred; The sole exception to this is if the employee undergoes a test for the presence of alcohol as described above, the results of which establish a BAC reading of less than 0.05%;

Should a SPFAS employee for medical reasons and by a medical practitioner be prescribed medication/drugs and/or cannabis which may cause actual or potential impairment, the employee

shall inform SPFAS Management of this prescription prior to commencing his/her next shift at SPFAS. SPFAS reserves the right to request that, prior to working a(nother) shift at SPFAS, this individual provide a note from a qualified doctor confirming that the use of the specified medication/drugs and/or cannabis is part of a medically-approved treatment of a medical condition or ailment. SPFAS reserves the right to determine, having regard to all available medical information as well as information obtained directly from the employee in question, whether or not the employee is capable of undertaking his or her work duties in a manner that does not compromise SPFAS safety measures and standards. If SPFAS determines that the employee in question is not capable of safely performing his or her duties while taking the prescribed medication/drugs and/or cannabis, the employee shall not be permitted to work.

All SPFAS employees are expected to govern themselves in accordance with the provisions of this Policy. SPFAS employees who do not comply, or who, after assessment or testing, are determined to have been impaired at the SPFAS during work hours are subject to disciplinary measures that may include suspension and/or termination of employment.