**Guideline on Cannabis use**

**at Kingsway Lambton United Church**

**Recreational Use**

The Canadian parliament enacted legislation ([Cannabis Act](https://en.wikipedia.org/wiki/Cannabis_Act), Bill C-45) which legalized cannabis for recreational use on October 17, 2018. Subsequently, Ontario enacted Bill 36 which prohibits people from smoking or vaping cannabis anywhere where it is not permissible to consume tobacco (the exception being in vehicles – the driver and all passengers are forbidden to consume any form of cannabis).

[Smoking](https://en.wikipedia.org/wiki/Smoking) in [Canada](https://en.wikipedia.org/wiki/Canada) is [banned](https://en.wikipedia.org/wiki/Smoking_ban) in indoor [public spaces](https://en.wikipedia.org/wiki/Public_spaces) and workplaces by all [territories and provinces](https://en.wikipedia.org/wiki/Provinces_and_territories_of_Canada), and by the [federal government](https://en.wikipedia.org/wiki/Government_of_Canada). In Toronto, Municipal Code prohibits smoking within 9 meters (29.5 feet) of an entrance or exit of any building used by the public. Smoking is also prohibited in all public squares and within 9 meters of park amenities such as playgrounds, sports fields, skate parks, ski hills, picnic areas, swimming pools, theatre space, splash pads, washrooms, beaches, park zoos and farms, and service waiting lines.

Along with being a location of worship and contemplation, Kingsway Lambton United Church is a workplace, a nursery school and a gathering place for congregational meetings and Church activities. It is also host to teen programs and summer school camps as well as wider community events such as the Flea Market, Art Show and Christmas Pageant. All of these activities do or could take place within the physical building as well as on the surrounding property.

**Therefore, any use of recreational cannabis will not be permitted in the building or on the surrounding grounds of the Church by any employee, congregant, visitor or user of the facilities**.

**Medicinal Use**

Accommodations may be allowed for employees with a prescription for medicinal cannabis after discussing the need with the individual’s designated M&P representative. However, any determination about the need for accommodation would entail an assessment of the impact of the medication (whatever that may be) upon the individual and the ability to carry out their duties. This would necessitate clear documentation from the prescribing physician regarding the impact of the medication on the individual. If there would be an impairment, then some accommodation is likely to be required which could include modification of the work schedule or duties or possibly a temporary leave of absence.

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