Appendix B: Guidance on Safety Risk from Impairment

1.0 PURPOSE

1.1 The purpose of this appendix is to provide guidance on the safety risk from impairment.

3.0 DEFINITIONS

3.1 Impairment means the modification of an individual’s physical or mental function such that the performance, judgement or behaviour of the individual is affected so that they are unable to safely and acceptably perform responsibilities and/or assigned duties. Impairment may be caused by fatigue, use of alcohol or drugs (legal, prescription or illegal) or a medical condition;

4.0 PROCEDURE

4.1 Impairment on campus and at off-campus university activities poses an extreme safety risk for both the impaired individual and other members of the SFU community. British Columbia’s Occupational Health and Safety Regulation Section 4.20 prohibits employees from entering or remaining at a workplace while impaired. SFU interprets this as entering or remaining on any University Space (indoor or outdoor) and at any location where university business is being conducted.

4.2 The prohibition on impairment is extended to all members of the SFU community: SFU expects faculty, staff and contractors to be fit to conduct university business, students to be fit for learning and visitors to not endanger themselves or others by means of impairment while on University Space or involved in university events or business.