

TYPE:	Administrative
TITLE:	Alcohol
NO.:	ADMIN-204
RESPONSIBILITY:	Chief Administrative Officer + AVP Human Resources
APPROVED BY:	Durham College Leadership Team
EFFECTIVE DATE:	April 2023
REVISED DATE(S):	
REVIEW DATE:	April 2026

1. Introduction

This policy is one of several College operational policies designed to promote health, safety and security on all Durham College campuses. The Alcohol policy is intended to guide practices relating to the provision, serving and consumption of alcohol at College campuses, venues and events. The overall objective is to promote the health and safety of students, employees and visitors, and while doing so, to protect Durham College and its representatives from legal liability. While the institution is concerned for the welfare of the college community, alcohol use is primarily the responsibility of individuals.

2. Purpose

The purpose of this policy is to provide clear guidelines relating to the use of alcohol on College campuses. The policy supports the practice of providing alcohol on campus through well-managed licensed facilities.

3. Definitions

Refer to [Durham College's Standard Definitions](#).

4. Policy statements

- 4.1. This policy applies to students, employees, volunteers, contractors, consultants and visitors to College campuses or events, who engage in activities involving the distribution or consumption of alcohol.
- 4.2. The College strives to promote legal and responsible decision-making about the use of alcohol. This means that
 - 4.2.1. The College will ensure that education and awareness programs are available and will provide access to resources to those who request it.

- 4.2.2. Those who organize events or run facilities where alcohol is served will observe strict compliance with applicable legislation, and will take every precaution to provide a safe environment and minimize risk.
- 4.2.3. Events where alcohol is consumed in contravention of applicable legislation will be terminated immediately.
- 4.2.4. Those who consume alcohol, or any intoxicating substance, have an obligation to make legal and responsible decisions concerning their conduct and will not engage in activities that would endanger themselves or others.
- 4.2.5. All individuals are expected to take responsibility for their own actions regardless of whether or not they are under the influence.

5. Procedure

This section is not applicable.

6. Roles and responsibilities

- 6.1. The Chief Administrative Officer and/or their designate is responsible for monitoring effective implementation and compliance with this policy.
- 6.2. Individuals are responsible for knowing, understanding and complying with applicable College policies and provincial laws related to alcohol.

7. Accessibility for Ontarians with Disabilities Act considerations

Accessibility for Ontarians with Disabilities Act (AODA) standards have been considered in the development of this policy and procedure and it adheres to the principles outlined in the College's commitment to accessibility as demonstrated by the Multi-Year Accessibility Plan.

8. Non-compliance implications

- 8.1. Violations of the Alcohol policy could have significant financial and /or reputational implications to the institution due to the liability issues pertaining to property and personal damages or legal actions.
- 8.2. Students, employees and the community have the right to learn and work in a safe and accountable environment. The College will intervene when alcohol is used illegally, or when its abuse leads to conduct that endangers the individuals involved and/or others, infringes on the rights of other persons, results in damage to property, or jeopardizes the good order and proper functioning of College activities. The College will hold those individuals accountable by imposing discipline and other sanctions consistent with the rights and obligations established by statute, College policies and collective agreements.

9. Related forms, legislation or external resources

- Private Security and Investigative Services Act, 2005, S.O. 2005, c. 34 - Bill 159
- Liquor License and Control Act, 2019 (LLCA)
- Alcohol and Gaming Commission of Ontario
- Smart Service Ontario Training