



BMSC Alcohol Policy

Purpose

Bamfield Marine Sciences Centre strives to provide a safe and healthy work, learning and living environment for all staff, students and visitors. The purpose of this policy is to ensure that BMSC complies with all federal, provincial and municipal laws concerning the provision and consumption of alcohol and to set out BMSC's expectations for the provision and consumption of alcohol in or on BMSC facilities, and at BMSC sanctioned events.

This policy does not apply to scientific grade alcohol used in laboratories for teaching and research purposes.

Policy Statement

Employees, Researchers, Students, and Visitors are expected to be responsible about their consumption of alcohol in or on BMSC facilities, at BMSC sanctioned events, while involved in the business of BMSC or in activities related to BMSC, and while representing BMSC.

Employees involved in the business of BMSC outside the province of British Columbia must comply with all relevant laws, rules and regulations relating to alcohol.

Employees, Researchers and Students may not be Impaired while at work or attending class because of the use or aftereffects of alcohol. Contractors and Volunteers providing services to the BMSC may not be impaired while providing such services because of the use or aftereffects of alcohol.

Students, Employees, Researchers and Visitors using BMSC facilities or attending BMSC sanctioned events are only permitted to possess, or consume, alcohol in a location designated as a Licensed Area and in compliance with British Columbia Liquor Control and Licensing Act and this policy.

Approved areas for alcohol consumption outside of sanctioned events include:

- Residences (Seaside Dorms, Buchanan Lodge, Chimo, Cabins) in common lounges and inside resident rooms
- Townhouse complexes
- Director's Residence



Alcohol is prohibited in all other building areas including stairwells, hallways, bathrooms, main lobbies and areas outside of the buildings.

Alcohol is prohibited in University Vehicles. Alcohol in vehicles being used for BMSC business must be sealed and out of reach of the vehicle's occupants. Employees, Researchers, Students, and Visitors cannot operate BMSC vehicles or vehicles being used for BMSC business if there is any possibility that they might be Impaired because of the use or aftereffects of alcohol.

All BMSC Events must comply with British Columbia Liquor Control and Licensing Act and this policy. All University Events must be inclusive and supportive of those who choose not to, or cannot, consume alcohol.

Drinking games, contests or any other activity that has excessive consumption and/or intoxication as its focus are not permitted. No kegs or other collective sources of alcohol are permitted in residence.

Responsibilities

Employer

BMSC has an obligation to observe the safety rules set out in section 4.20 of the *Occupational Health and Safety Regulation* to prevent impairment in the workplace. This means ensuring that employees do not arrive or remain at work while their ability to work is affected by alcohol, cannabis, or any other impairing substance regardless of its legal status.

Workers, Researchers, Students

All BMSC workers, researchers and students are required to refrain from the use of any impairing substance, including alcohol and cannabis, during or prior to work hours. Alcohol consumption is not an excuse for disruptive or unacceptable behaviour.

Procedures

Individuals who do not comply with this policy may be subject to penalties or discipline, up to and including termination of employment or other relationship with BMSC in accordance with BMSC policies or procedures and any applicable Collective Agreement.

A Visitor who is found to have violated this policy may be required to leave BMSC facilities, BMSC vehicles or vehicles being used for BMSC business, and may be subject to further restrictions regarding accessing BMSC facilities, BMSC vehicles or vehicles being used for BMSC business or participating in BMSC events.



The University may immediately terminate its relationship with any contractor or volunteer who is found to have violated this policy.

Special Circumstances

The use of alcohol for religious, cultural or other grounds protected by the Alberta Human Rights Act may be accommodated under the University’s accommodation policies. To ensure appropriate observances of cultural protocol, events that include alcohol and involve the Canadian Indigenous community, or traditional knowledge keepers, ceremonialists, or elders in Canada should be planned in consultation with the Director, BMSC.

The use of alcohol in other special situations may be permitted with written approval from the Director, BMSC.

References & Resources

BC Liquor Legislation and Regulations

*Adapted from: The University of BC Alcohol Policy and University of Calgary Alcohol Policy

EHS Program Document	Approval Authority	Effective Date	Annual Review and Revision Date
OHS 1005	BMSC Director, Sean Rogers	November 2024	