**Marijuana/Cannabis Use Policy**

**Trinity United Church, PG**

(November 20, 2018)

1. **Purpose:**
	1. To ensure that everyone who is part of our community or attends programs/functions at either church site (1448 5th Ave or 3555 5th Ave) are able to participate fully in our life and ministry together.
	2. To be in compliance with City of Prince George Smoke and Vape Free Places Bylaw no. 8591.
	3. To clarify our Smoke and Vape Free Policy
2. **Policy:**
	1. The smoking and vaping of marijuana/cannabis products is prohibited in all buildings or enclosed spaces and on all church property for any program/activity and by all user groups or community partners.
	2. Cannabis products (including edibles and oils) or devices are permitted on site, to the extent it is otherwise lawful (age, amount, type etc.), yet must be stored in sealed, scent-proof containers.
	3. The sale, promotion or distribution of all cannabis products is strictly prohibited on church property, at any program/event, and by all user groups or community partners.
	4. The possession or cultivation of cannabis plants is prohibited anywhere on church property.
	5. Any person with a documented medical need to smoke any substance that is not permitted at designated locations under this Policy must have the written permission of the Lead Minister. Any employee with a documented medical need to smoke any substance that is not permitted at designated locations under this Policy must have written permission of the Lead Minister or, in the case of the Lead Minister, the M&P Committee. Documented medical need will be assessed and reasonable accommodation made, if Trinity United can do so without undue hardship.
	6. Under Worksafe BC legislation employees must show up for work fit for duty and remain so, employees are obligated to advise the Lead Minister or M&P Committee (in the case of the Lead Minister) if their ability to safely perform their work is impaired for any reason and to not knowingly do work where their impairment may create an undue risk to themselves or others.
3. **Consequences:**
	1. Failure to abide by this policy will result in the person being asked to leave; the group/partner being asked to leave; agreements not being renewed; and a ‘cleaning fee’ of up to $500 being charged.