

Pet Grooming Studio Academy Smoking and Cannabis Restrictions Policy

Purpose

To help provide a healthier working and learning environment for the Pet Grooming Studio Academy and its community in recognition of the health hazards associated with smoking and exposure to second-hand smoke and in keeping with the *Smoke-Free Ontario Act*, the *Cannabis Statute Law Amendment Act* and local bylaws, e.g. the City of Richmond Hill's Cannabis Bylaw.

Scope

This policy applies to all employees, students, visitors, contractors or other persons on the Academy's property.

Key definitions

Smoking

Smoking tobacco, cannabis or other materials and holding lighted tobacco or other materials intended for smoking. This includes the use of all types of e-cigarettes ("vaping"), or any other implement or device used to emulate the act of smoking which involves the production of any airborne contaminants or substances and includes all forms of pipes, water pipes, holders, instruments, etc. that are used for similar purposes.

Pet Grooming Studio Academy community

All students, employees, public and other visitors to the Pet Grooming Studio Academy.

Pet Grooming Studio Academy property

Any real property, including grounds, buildings, structures, facilities and motor vehicles that are owned, leased, licensed and operated by The Pet Grooming Studio Academy.

Policy

1. General

1. Smoking outdoors is restricted to smoking areas at least 3 meters away from any doorway and is prohibited at all times inside any Academy-owned or -leased facility or vehicle. This regulation is subject to applicable municipal bylaws, e.g. the City of Richmond Hill's Cannabis Bylaw, which prohibits cannabis smoking/vaping in public places.
2. Cannabis is an impairing substance that can affect judgement, response time, and concentration. The Pet Grooming Studio Academy is strongly against anyone from grooming if they are under the influences of cannabis or any substance that may impair judgement, concentration or response speed. This can adversely affect a canine's safety and that of the student, staff member or those around them. Grooming an animal should be in the same category as operating a Heavy Machinery.

3. Members of the Pet Grooming Studio Academy community who are under the influence of cannabis will be asked to do lessons and/or tasks that will not involve using cutting tools on canines.
4. The Academy recognizes and accepts that traditional Aboriginal events or ceremonies may involve the use of tobacco, smudge or other materials (as provided under the *Smoke-Free Ontario Act*) and permits the use of these materials for these purposes.

2. Responsibilities

1. All members of the Pet Grooming Studio Academy community shall comply with this policy at all times.
2. Any employee or student observing a violation of this policy should report the violation to Administration.
3. Within the scope of their responsibilities, administrators have a general duty to ensure policy compliance. They shall work towards ensuring this policy is observed, adhered to and complied with and shall appropriately address concerns brought to their attention regarding policy violations.

3. Enforcement

1. Any individual who violates this policy will be subject to disciplinary action through the Student Code of Conduct and any internal contracts and agreements with vendors or contractors. Failure to observe the requirements of this policy may also result in personal fines enforced by provincial offences officers with authority to enforce the *Smoke-Free Ontario Act* and the *Cannabis Statute Law Amendment Act*.
2. When requested by the Academy personnel or any other official, all staff and students are required to identify themselves by showing proper identification.
3. Supervisors will impose appropriate disciplinary measures on receiving a report of an employee in violation of this policy.
4. The Student Conduct Official will impose appropriate disciplinary measures on receiving a report of a student in violation of this policy.
5. Members of the general public who refuse to comply with this policy may be removed from the property.

4. Complaint process

Employees, students or visitors wishing to lodge a complaint against Seneca with regard to violations of the Smoking Policy should contact by phone or by email:

Phone: (905)883-9456

Email: info@groomingschool.ca

Related materials

- [*Cannabis Statute Law Amendment Act*](#)
- [City of Richmond Hill Cannabis Bylaw](#)
- [*Smoke-Free Ontario Act*](#)
- [Toronto Municipal Code Chapter 709, Smoking](#)

Revised: August 2024