

INTERNATIONAL BUSINESS UNIVERSITY (IBU)

POLICY CONTROL

Policy Number	1013
Policy Title	Alcohol Policy
Policy Owner / Responsible Offices	Human Resources
Approval Authority	Board of Directors
Applies To	All students, faculty, staff, and guests of International Business University
Approval Date	March 28, 2024
Effective Date	March 28, 2024
Review Date/s	March 2026
Revision Date/s	—
Revision Implementation Date/s	—

1. INTRODUCTION AND BACKGROUND

The International Business University (“IBU”) is committed to providing a safe and healthy environment in which the community can work, learn and teach. Alcohol use on campus can be inconsistent with the objectives of the University to offer unparalleled learning opportunity. As such, IBU approaches its policy surrounding alcohol use with an aim toward mitigating its potentially harmful effects.

GENERAL PRINCIPLES

The University’s approach to alcohol use is guided by the following principles:

- To promote and maintain an alcohol-regulated student environment on IBU campuses.
- To discourage high-risk alcohol practices.
- To ensure the safety of students, faculty, and staff on IBU campuses.
- To ensure community and individual wellness on IBU campuses.

2. PURPOSE

The Alcohol Policy has been created to outline standards and regulations associated with the consumption, service and distribution of alcohol at the University. The purpose of this policy is to provide guidance and information so that members of the IBU community can make safe and responsible choices regarding the use of alcohol.

The University will intervene when alcohol is used illegally or when its abuse leads to conduct that endangers the individual(s) involved or others, or that results in damage to the property of the University, disrupts learning or other activities, or interferes with the rights of other persons.

3. POLICY STATEMENT

IBU recognizes the importance of maintaining a safe campus environment for its students, faculty and staff. This policy was created to encourage awareness of the consumption of alcohol and to be proactive in preventing actions detrimental to students and the University community.

4. APPLICABILITY

The Alcohol Policy applies to all IBU students and their guests, faculty and IBU staff, while on University property, while participating in University-related activities off-campus, or while acting as a representative of the University in any capacity.

Students are also responsible for familiarizing themselves with University policies, specifically IBU's Student Code of Conduct and Online Code of Conduct, and the Occupational Health and Safety Policy.

5. DEFINITIONS

For the purposes of this policy:

- **Alcohol:** Any beverage containing ethyl alcohol intended for human consumption.
- **University Property:** Any building, land, or facility owned, leased, or operated by IBU, including online platforms where University activities occur.
- **University-Related Activity:** Any event, program, or function sponsored, authorized, or endorsed by IBU, whether on or off campus.
- **Underage:** Any individual below the legal drinking age as defined by Ontario law.
- **AGCO:** Alcohol and Gaming Commission of Ontario.

6. POLICY

Status: VERBATIM (re-housed from Sections 2, 3, and 4 of legacy policy)

6.1 LICENSING AND REGULATORY COMPLIANCE

The University has a legal obligation to manage alcohol use on campus in a way that is consistent with the terms of its liquor licences and other applicable legislation, that protects the safety of individuals, and that protects the University from liability with respect to alcohol-related incidents.

All liquor licensing applications submitted at the University must be approved by University management.

Regulations and practices concerning alcohol service will be developed in the context of the Liquor Licence Act and Regulations in consultation with users and will be realistic, clearly articulated in writing, and widely circulated on campus, especially to those responsible for facilities where alcohol is served.

Regulations and policies concerning the sale and consumption of alcohol at IBU shall apply equally to all members of the University community.

6.2 ALCOHOL SERVICE

Events or activities involving the sale of alcohol at the University shall be restricted to areas licensed by the Alcohol and Gaming Commission of Ontario (AGCO) or under a Special Occasion Permit issued by the AGCO and authorized by one of the University's liquor licence holders.

Only individuals who have successfully completed an acceptable certified training program (e.g., Smart Serve) approved by the AGCO shall undertake the service of alcohol on University property.

Alcohol shall never be served to any person under the legal drinking age. Any event or activity involving the sale of alcohol at which under-age persons are expected to attend shall employ control procedures to ensure that no underage drinking takes place. Alcohol shall never be served to an intoxicated individual.

Any advertisements for events or activities at which alcohol is served shall abide by relevant legislation and University policies; mention of alcohol on such materials shall be restricted to information that the event is licensed.

6.3 ALCOHOL EDUCATION

The University takes steps to encourage responsible decision-making about using and not using alcohol by its members by offering educational programs in alcohol awareness.

Alcohol education programs sponsored by the University will be widely disseminated and focused on harm reduction and appropriate decisions concerning the use of alcohol.

7. ROLES AND RESPONSIBILITIES

IBU's Dean/Vice-President (or delegate), through the assistance of Student Support Services, shall monitor, report, and intervene in any circumstance involving the abuse of alcohol found on IBU campuses, including on its online platforms.

The Dean/Vice-President (or delegate) shall report directly to the President & Vice-Chancellor on the nature of these incidents.

8. REVIEW

This policy shall be reviewed every three years, or earlier if required due to legislative changes, institutional risk considerations, or operational experience.

9. COMPLIANCE PROCEDURES

Any student or member of the University community who witnesses or suspects an alcohol-related offence on campus or on IBU's online platforms should report the incident to the Dean/Vice-President (or designate) in writing.

Students may also report incidents to Student Support Services, who will report directly to the Dean/Vice-President (or designate). Reports shall be submitted using IBU's Reporting Form (Appendix A).

The Dean/Vice-President (or designate) will notify municipal authorities for any alcohol-related incidents of a significant nature, as deemed appropriate.

Alcohol-related offences are subject to Student Misconduct Hearings and may result in sanctions if the student is found guilty. Sanctions imposed by the Dean/Vice-President (or designate) may include:

- Reprimand
- Community service
- Restitution
- Restriction on campus activity

- Disciplinary probation
- Suspension
- Expulsion

IBU aims to be compassionate and attentive to the needs of individuals struggling with alcohol-related problems. Student Support Services may refer such individuals to external counsellors and medical professionals.

10. EVALUATION AND QUALITY ASSURANCE

The effectiveness of this policy will be monitored through incident reporting trends, compliance with licensing requirements, and feedback from Student Support Services. Outcomes will inform policy review, education initiatives, and risk mitigation strategies.

11. RELATED DOCUMENTS

- Student Code of Conduct
- Occupational Health and Safety Policy
- IBU's Online Misconduct Policy