



POLICY STATEMENT

Northlands College is committed to creating a learning environment in which all students feel safe, supported, and able to participate fully. A healthy learning community is essential to student success.

Being Fit for Learning means demonstrating the functional readiness to participate safely, respectfully, and effectively in learning activities. Functional readiness is determined by a student's observable ability to engage in learning without posing a safety risk to themselves or others or significantly disrupting the learning environment.

This policy is grounded in dignity, respect, and wellness. It emphasizes early support, collaborative problem-solving, and student choice wherever possible, ensuring students have the supports they need to participate and succeed.

PURPOSE

The purpose of this policy is to promote a safe, respectful, and supportive learning environment and to provide guidance when a student's ability to participate safely and effectively in learning activities is temporarily affected.

GUIDING PRINCIPLES

1. **People First:** The health and well being of students and staff are always the top priority. We approach all situations with compassion, support, and respect for each student's dignity and circumstances.
2. **Integrity & Accountability:** We strive to create a learning environment built on trust, fairness, and transparency. When concerns arise, we work with the student to understand what is happening, connect them to supports, and clarify expectations so learning can continue safely for everyone.

SCOPE

This policy applies where a student's functional readiness to participate safely, respectfully, and effectively in learning activities may be affected and an instructional or support-based response is required.

For students enrolled in programs where Northlands College is not the Credit-Granting Institution, the policies and procedures of the Credit-Granting Institution may apply. If those policies and procedures apply and there is a conflict, they take precedence over this policy.

DEFINITIONS

Credit-Granting Institution: The external institution or organization responsible for awarding academic credit or credentials.



College Campuses and Properties: In addition to the College's physical campuses and centres, this includes, for the purposes of this policy, any building, structure, classroom, laboratory, clinical or practical training site, workshop, parking lot, College vehicle, space, or land (including vacant land or space) that is controlled, owned, leased, and/or occupied by the College and is used for academic instruction, learning activities, or College sponsored educational purposes. This definition also includes technology and technological spaces such as online learning platforms, classrooms, and related digital environments that are relied upon by students for the completion of their studies and academic requirements.

Fit for Learning: having the functional readiness to participate safely, respectfully, and effectively in learning activities. Functional readiness focuses on a student's observable ability to engage in learning without posing a safety risk to themselves or others or significantly disrupting the learning environment.

Student: A person enrolled or attending studies at Northlands College in credit or non-credit courses.

POLICY ELEMENTS

1. Students are entitled to a learning environment that is safe, respectful, and supportive of effective participation. To support this, students are expected to be in a condition that allows them to participate safely and effectively in learning activities.
2. Students are expected to arrive and remain ready to learn, whether attending in person, online, or remotely. Where a student's readiness is impacted, the College encourages early discussion and timely communication so that appropriate supports or accommodations can be considered.
3. Students are expected to comply with all applicable laws, including legislation related to drugs and alcohol; violations may also be addressed under the Student Code of Conduct where relevant.
4. To support student wellbeing and a safe learning environment, substances that may impair learning or safety are not permitted on college property. This does not apply to substances that are lawfully prescribed and used as directed, provided the student remains Fit for Learning and able to participate safely.
5. The College recognizes that some students may require prescription medication. Where a medically required substance may affect learning, safety, or participation:
6. Students are expected to speak with or may be directed to consult with, their Instructor, Student Advisor, or Program Coordinator.
7. Students may be referred to Student Services to explore and implement appropriate accommodation and support options, where feasible and safe.



8. Where a student appears temporarily unable to participate safely and effectively, the College may pause or modify the student's participation, including directing the student to leave a learning activity where necessary to maintain safety. These actions are instructional safety responses intended to support immediate safety and continuity of learning and do not, on their own, constitute disciplinary measures.
9. Students may be referred to Student Services for follow-up. Ongoing assessment, support planning, and readiness-related interventions are managed through Student Services processes and support frameworks.
10. Fit for Learning (Policy 414) vs. Student Code of Conduct (Policy 404): Fit for Learning applies when the primary concern is a student's ability to participate safely and effectively (e.g., illness, fatigue, medication effects, stress, or substance use). The Student Code of Conduct applies when the primary concern is misconduct in the learning environment. Where both may be present, the College will address immediate safety first, then coordinate next steps to support the student and ensure a fair and appropriate conduct process, where applicable. Fit for Learning responses do not, on their own, constitute a finding of responsibility under Student Code of Conduct (Policy 404)
11. The application of this policy does not prevent the College from addressing the same circumstances under other applicable College policies or processes, including the Student Code of Conduct and Student Services policies related to student wellbeing and support.
12. Students may appeal decisions made under this policy in accordance with the Student Appeals Policy (Policy 304).

RELATED POLICIES

- Student Academic Code of Conduct (Policy 404)
- Student Program Exit (Policy 303)
- Student Attendance (Policy 305)
- Student Academic Appeals (Policy 304)

AUTHORITY

Authority for the instructional application of this Policy is vested in the Office of the Vice-President responsible for Academic programs.

Student Services is responsible for follow-up, support coordination, and ongoing assessment of student readiness and wellbeing, including coordination of supports and case management where required.

Both areas collaborate to ensure safe, supportive, and appropriate responses to student readiness concerns.



Policy Originated: June 2026	Approved by: Board of Governors
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Accountable Officer: VP responsible for Academic programs	Responsible Officer: Vice President responsible for Student Services, Student Services Staff, Program Coordinators and Out-of-Scope Administrators