

## SMOKE FREE WORKPLACE

In extensive health research, smoking or second-hand smoke has been shown to have a negative impact on one's health and well-being. [Organization Name] is dedicated to enforcing smoking laws and preventing smoking and vaping in the workplace.

### DEFINITIONS

"Enclosed place of employment" means a place of employment that is within a building or another enclosed place and includes:

- a vehicle; and
- any of the following areas of an underground mine:
  - a mine shaft;
  - a refuge station required pursuant to The Mines Regulations, 2003;
  - a lunch room;
  - any area, other than one mentioned in paragraphs (A) to (C), that is within 10 metres of where a worker, self-employed person, employer, contractor or owner is present.

"Smoke" means to smoke, hold or otherwise have control over ignited Tobacco (Source: The Saskatchewan Employment Act.)

### POLICY

[Organization Name] is a smoke-free workplace in compliance with the Tobacco Control Act and the Saskatchewan Employment Act.

Smoking is not permitted in all enclosed places of employment, including offices, warehouses, and automobiles.

[Organization Name] will:

- Prohibit ashtrays in any place at any time in smoke free designated areas;
- Post signage stating that smoking and the use of electronic cigarettes are not permitted in the enclosed workplace, site, or area; and
- Prohibit the selling of tobacco and tobacco related products.

(Remove if you do not have a smoking area) Permitted smoking locations will be properly marked with signs. These are the only locations where people are allowed to smoke or vape while on company premises.

[Organization Name] has no obligation to provide breaks for smoking.

This company policy is only applicable at work. [Organization Name] will not penalize employees who use tobacco products outside of work or work premises.

Non-Compliance



Employees who do not follow the terms of this policy will be subject to disciplinary action, up to and including termination of employment.