

	SMOKE-FREE WORKPLACE POLICY	
	Policy Number: P-006	
	Section: Personnel	Resolution No.: 3-3-16
	Amended by:	Effective Date: 2016 02 09

Policy Statement:

Due to the health concerns arising from exposure to environmental tobacco smoke, the Corporation of the Village of Salmo has instituted this policy to provide a smoke-free environment for all employees and visitors.

This policy covers the smoking of any tobacco product and the use of smokeless (or spit) tobacco.

Policy Background:

- The Operational Health and Safety Regulations state that the employer must control the exposure of workers at any workplace to environmental tobacco smoke by prohibiting smoking in the workplace.
- Smoking is one of the most significant, but controllable, risk factors for occupational accidents. In one study, smokers were two times more likely to be injured than non-smokers, and 1.4 to 2.5 times more likely to be injured at work. A recent Statistics Canada report on workplace injuries found that among 630,000 employees injured on the job in 2003, individuals who smoked daily were more likely to suffer a workplace injury than occasional or non-smokers.

Policy Goal:

- Smoking will not be allowed within any municipal buildings or company vehicles at any time.
- Any violations of this policy will be handled through standard disciplinary procedures.
- Employees will be informed of this policy through signs posted in buildings and vehicles and the policy manual.
- Visitors will be informed of this policy through signs and their host will explain it.

Initially approved at Meeting #19-09 on October 13th, 2009.

Renumbered on July 22, 2015 (Former Policy #2690)

Renumbered on February 9th, 2016 (Former Policy #CA-019 RES #R4-722-15)