SMOKING IN THE WORKPLACE

Extensive health research has shown that smoking or inhaling second-hand smoke has an adverse effect on health and wellness. [Organization Name] is committed to upholding the law and promoting a safe and healthy workplace for all employees and visitors by prohibiting smoking in the workplace according to the *Tobacco and Smoking Act* (TSA) of Nunavut.

DEFINITIONS

The following definitions were sourced from TSA :

**“Smoking”** means to smoke, hold or otherwise have control over an ignited tobacco product or ignited cannabis or to vape using a vaping product.

**“Smoke-free places”** refers to public places where no smoking is permitted at all. In Nunavut, this includes the grounds of hospitals, health centres, day cares, schools, playgrounds, arenas and fields, sporting venues, public housing and government staff housing units, motor vehicles with a minor present, locations of public events like parades, concerts, and sidewalks, pedestrian walkways, trails, and paths.

**“No Smoking Buffer zones”** are areas around all entrance ways and exits of buildings where people may not smoke. In Nunavut, persons must be nine metres away from all entrance ways if they are smoking (unless they are on the grounds of a smoke-free place, in which case they may not smoke at all). Smoking is also prohibited within five metres of patio areas of a restaurant or bar, or anywhere where food or drinks are served or consumed.

**"Workplace"** means a building, structure, vehicle or conveyance or part thereof in which one or more employees work, and any other area utilized by employees.

POLICY

[Organization Name] is a smoke-free workplace. As per TSA, no person shall smoke in any workplace or in the nine-metre radius surrounding any entrance to or exit from a workplace, whether or not a sign prohibiting smoking is posted.

The only exception to the nine-metre rule is in the case of an enclosed shelter that has been set aside for smoking and is closer than nine metres to an entrance or exit. This shelter must be constructed so that smoke from it does not come into contact with persons entering or leaving the workplace.

The employer will:

* Communicate clearly to employees that no smoking is permitted in the workplace
* Post signs prohibiting smoking at every entrance and every washroom in the workplace
* Remove all ashtrays or similar smoking equipment from the workplace
* If an employee is smoking where permitted, all smoking product materials must be disposed of properly in the appropriate trash receptacle.

There is no obligation of the company to provide smoking breaks outside of designated break times.

This policy is intended for the workplace only. While [Organization Name] supports employees in living a healthy lifestyle, it will not penalize employees for smoking or vaping in their personal life.

**Non-Compliance**

Employees who do not comply with the guidelines of the Tobacco and Smoking Act of Nunavut, as set out in this policy, will be subject to disciplinary action, including possible suspension or even termination of employment. To report a violation of these laws at your workplace, contact the Workers’ Safety and Compensation Commission (WSCC) at 877-404-4407.