

CITY OF CANDO, NORTH DAKOTA
TOBACCO-FREE PROPERTY POLICY

Purpose

The City of Cando is committed to providing a safe and healthy workplace and promoting the health and well-being of its employees. The personal health hazards related to all tobacco products, which include but are not limited to smoking (e.g. cigarettes, pipes, cigars, etc.) and/or using smokeless tobacco (e.g. snuff, chew, etc.) have been well documented. The health hazards related to smoking impact both the smoker and the non-smoker who is exposed to second-hand smoke. We care about the health of each and every employee, and it is our intent to provide all employees with a work environment conducive to good health.

Policy

Due to the acknowledged hazards of tobacco use and second-hand smoke, as of July 2, 2012 it shall be the policy of the City of Cando to provide a tobacco-free environment for all employees and visitors. This policy covers any tobacco products and the use of smokeless or “spit tobacco and applies to both employees and non-employee visitors.

1. Tobacco use will be strictly prohibited within the City of Cando buildings, including offices, hallways, waiting rooms, restrooms, lunchrooms, meeting rooms and community work areas. This policy applies to all employees, contractors and visitors.
2. There will be no tobacco use in any company vehicle at any time.

Compliance

Enforcement of this policy is the shared responsibility of all City of Cando personnel. All employees are authorized and encouraged to communicate this policy with courtesy, respect, and diplomacy, especially with regard to visitors. Incidents of smoking and/or tobacco use by employees are to be documented for supervisor follow-up, as well as evaluated for trends and patterns of noncompliance.

I certify that the above policy was adopted by the City Council of the City of Cando on July 2, 2012.

Mark Brehm, Mayor

Attest: _____
Joni Morlock, Auditor