

TOWN OF WEATHERSFIELD, VERMONT

SMOKING AND SMOKELESS TOBACCO POLICY

I. AUTHORITY

In order to comply with the provisions of Title 18, Section 1421, et seq., of the Vermont Statutes Annotated, the Town of Weathersfield establishes this Policy to protect staff, officials, and visitors by prohibiting smoking and use of smokeless tobacco products in the workplace.

II. PURPOSE

The United States Surgeon General, in his 1986 report on Involuntary Smoking, concluded:

- Involuntary Smoking is a cause of disease, including lung cancer, in healthy nonsmokers;
- The simple separation of smokers and nonsmokers within the same air space may reduce, but does not eliminate, the exposure of nonsmokers to environmental tobacco smoke.

In 1993, the Environmental Protection Agency (EPA) classified environmental tobacco smoke as a Group A carcinogen; that is, a substance known to cause cancer in humans. The EPA recognizes no safe level of exposure for Group A carcinogens.

Smokeless tobacco is a significant health risk and is not a safe substitute for smoking cigarettes. According to the Centers for Disease Control, smokeless tobacco contains twenty-eight (28) cancer-causing agents [carcinogens]. It is a known cause of human cancer, as it increases the risk of developing cancer of the oral cavity, other oral health problems, and can lead to nicotine addiction and dependence.

III. PROHIBITION

1. **All facilities of the Town of Weathersfield shall be entirely smoke and tobacco free.**
2. Smoking and use of smokeless tobacco products is strictly prohibited within all Town-owned vehicles.
3. Smoking and use of smokeless tobacco products is strictly prohibited within Martin Memorial Hall, the Weathersfield Highway Garage, the Weathersfield Solid Waste Management Facility, and the Weathersfield-Proctor Library, including offices, hallways, reception area, restrooms, lunch room, kitchen, conference room, and all other work areas. It is also prohibited within the entrance ways.

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4. Smoking may only occur at a reasonable distance [e.g., thirty (30) feet or more] outside any enclosed area where smoking is prohibited to insure that environmental tobacco smoke does not enter the area through entrances, windows, ventilation systems, or by any other means.

IV. ENFORCEMENT

- A. This Policy applies to all employees, clients, contractors, and visitors.
- B. Every supervisor is responsible for promptly responding to, or reporting, any violation of this Policy.

V. DISCIPLINE

Any actions found in violation of this Policy will be grounds for disciplinary action against an employee under the Town of Weathersfield's personnel rules and regulations. Such action may include written warnings, suspension, or termination depending on the severity of the offense.

VI. INCONSISTENT POLICIES REPEALED

This Policy shall amend and replace any provisions of any policy of the Town of Weathersfield in effect at the time of enactment of this Policy governing any activity included in this Policy.

VII. SEVERABILITY

If any section, subsection, subdivision, paragraph, sentence, clause, or phrase of this Policy, or any part thereof, is for any reason held to be unconstitutional or invalid or ineffective by any court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this Policy or any part thereof.

The Board of Selectmen hereby declares that it would have passed each section, subsection, subdivision, paragraph, sentence, clause, or phrase thereof irrespective of the fact that any one or more sections, subsections, subdivisions, paragraphs, sentences, clauses, or phrases be declared unconstitutional or ineffective.

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VIII. DISTRIBUTION

- A. This Policy shall be incorporated in to the Town of Weathersfield's personnel rules and regulations.
- B. A copy of this Policy shall be provided to each employee and appointed/elected official of the Town of Weathersfield.
- C. Copies of this Policy is posted in all Town facilities.

IX. EFFECT

No section of this Policy shall be construed to supersede or replace any Vermont statute.

This amended Policy shall be entered in the minutes of the Select Board's meeting.

The foregoing amended Policy is hereby adopted by the Weathersfield Select Board this seventeenth day of May, 2007, and is effective as of this date until amended or repealed.

Henry C. Cobb, Chairperson

Norman John Arrison, Vice-Chairperson

Patricia W. Daniels, Board Clerk

Daniel E. Boyer, Selector

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RECEIPT

I hereby acknowledge that I have been provided a copy of this Policy.

I further acknowledge that I am responsible for familiarizing myself with the contents and provisions of this Policy.

[Signature]

[Printed Name]

[Date]