

419 TOBACCO-FREE ENVIRONMENT

I. PURPOSE

The purpose of this policy is to maintain a healthy working environment by prohibiting any and all tobacco use on Lakes Country Service Cooperative property.

II. GENERAL STATEMENT

- B. The use of tobacco, tobacco-related devices such as cigarette papers and pipes, or electronic cigarettes, is prohibited for all persons within all agency buildings, agency vehicles or agency contracted vehicles, or on agency grounds during all hours of every calendar day. This prohibition will apply to all employees and visitors.

- B. The agency will not solicit or accept any contributions or gifts of money, curricula, materials, or equipment from companies that directly manufacture and are identified with tobacco products, devices or electronic cigarettes. The agency will not promote or allow the promotion of tobacco products or e-cigarettes on the agency property or at agency-sponsored events.

III. DEFINITIONS

- A. "Tobacco product" is defined to include cigarettes, cigars, cheroots, blunts, bidis, pipes, chewing tobacco, snuff, and any other items containing or reasonably resembling tobacco or tobacco products. "Tobacco use" includes smoking, chewing, dipping, or any other use of tobacco products.

- B. "Tobacco-related devices" means cigarette papers or pipes for smoking.

- C. "Smoking" includes carrying a lighted cigar, cigarette, pipe, or any other lighted smoking equipment.

- D. "Electronic cigarette" means any oral device that provides a vapor of liquid nicotine, lobelia, and/or other similar substance, and the use or inhalation of which simulates smoking. The term shall include any such devices, whether they are manufactured, distributed, marketed, or sold as e-cigarettes, e-cigars, e-pipes, or under another product name or descriptor.

IV. EXCEPTIONS

- A. A violation of this policy does not occur when an Indian Adult lights tobacco on agency property as a part of a traditional Indian spiritual or cultural ceremony. An Indian is a person who is a member of an Indian tribe as defined under Minnesota law.
- B. A violation of this policy does not occur when an adult nonstudent possesses a tobacco or nicotine product that has been approved by the United States Food and Drug Administration for sale as a tobacco cessation product, as a tobacco dependence product, or for other medical purposes, and is being marketed and sold solely for such an approved purpose.

V. NOTIFICATION

- A. Employees will be notified by notices in the Employee Handbook, during new employee orientation and by appropriate signage.
- B. Visitors will be notified by appropriate signage at building entrances.

VI. ENFORCEMENT

Consequences for employees who violate the tobacco use policy will be in accordance with personnel policies. Visitors using tobacco products will be asked to refrain while on agency property or leave the premises

Legal References: Minn. Stat. 144.411-144.417 (Minnesota Clean Indoor Air Act)
Minn. Stat.144.4165 (Tobacco products prohibited in public schools)