

Tobacco-Free/Nicotine-Free Policy

Policy

The use of any tobacco, vape, or nicotine product is strictly prohibited. Prohibited tobacco, vape, and nicotine products include but are not limited to: tobacco or tobacco-like products, and all nicotine products not regulated or approved by the Food and Drug Administration (FDA) for tobacco cessation

This policy applies at all times.

This policy applies to all vehicles owned or leased by this business.

This policy applies to all enclosed areas within this business.

All persons (employees, visitors, vendors, contract workers, volunteers, etc.) are expected to observe this policy.

The policy complies with the Iowa Smokefree Air Act in Iowa Code. smokefreeair.iowa.gov

Responsibility

All employees share in the responsibility for enforcing the policy.

Procedures

- All persons are asked to extinguish and/or cease from using all tobacco, nicotine, or tobacco-like products before coming onto property.
- Visitors or other non-employees will be politely informed of any policy violation and asked to cease use or leave the property.
- Applicants and interviewees will be advised that this is a tobacco-free worksite.
- Employees who violate the policy will be subject to disciplinary action up to and including termination.

Effective Date: _____

Approved by _____

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To ensure the business has a strong tobacco-free/nicotine-free policy, and to qualify for free window clings and outdoor signage, the policy must explicitly include all of the following:

- ✓ Policy must extend to all types of tobacco, nicotine and ESD products (i.e. not only cigarettes; include all tobacco, ESDs and nicotine products not approved by the FDA for cessation.)
- ✓ Policy must extend to employees & visitors
- ✓ Policy must apply at all times
- ✓ Policy must extend to company vehicles
- ✓ Policy must extend to entire business property to receive outdoor signage