

Tobacco & Nicotine Free Workplaces



Iowa's Smoke Free Air Act prohibits smoking in places like restaurants, movie theaters, shopping malls, and other places of employment. However, this Act does not extend to smokeless tobacco, making these products legal to use unless a business implements a tobacco and nicotine free policy.

Reasons to Implement a Tobacco and Nicotine Free Business Policy

Reduced Cost

- ▶ Tobacco related health care costs and lost productivity equal \$289 billion in the United States.¹
- ▶ Direct health care costs to the company likely to be reduced.
- ▶ Decreased maintenance costs, specifically from litter on grounds and maintaining "smoking huts".

Reduced Absenteeism

- ▶ Smokers miss approximately 2.6 more days of work than nonsmokers per year.²

Improve Employee Health

- ▶ Tobacco users who want to quit have more of a reason to do so in a supportive environment.
- ▶ A tobacco and nicotine free policy creates a healthier work environment and portrays the company's dedication to employee health.

Boost Morale

- ▶ Employee engagement and morale is shown to be greatly influenced by a healthy workforce.³

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Resources:

1. <http://www.cancer.org/research/infographicgallery/tobacco-related-healthcare-costs>
2. <http://ucanr.edu/sites/tobaccofree/files/175136.pdf>
3. <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/wellness-productivity-link-.aspx>

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