

SMOKE FREE POLICY

Purpose:

UMSL has a duty to provide a safe and healthy work environment for its employees, service users, customers and visitors. Exposure to second hand smoke, also known as passive smoking, increase the risk of lung cancer, heart disease and other illnesses. Ventilation or separating smokers and non-smokers with in the same airspace does not completely stop potentially dangerous exposure.

Policy:

It is the policy of UMSL that all our workplaces are to be smoke free and all employees have a right to work in a smoke free environment.

Smoking or use of tobacco products (Including but not limited to pipes, cigars and snuff or chewing tobacco) is prohibited throughout the entire workplace with no exceptions .This includes company vehicles. Employees may smoke outside the office or at designated smoking areas.

The policy applies to all employees, consultants, Sub-contractors, customers or members and visitors.

Implementation:

Senior and middle management are responsible for the implementation of the policy.

Staff members are obliged to adhere to and facilitate the implementation of the policy.

Appropriate "No smoking "signs will be clearly displayed at the entrances to and within the premises.

Non Compliance:

Local disciplinary procedures shall be followed if a member of staff consultants, sub-contractors customers or members and visitors does not comply with this policy.

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