

32. TOBACCO-FREE WORKPLACE POLICY

GENERAL POLICY

It is the policy of Scott County to provide a healthy, comfortable and productive work environment for our employees and the general public that we serve. Therefore, tobacco/nicotine product use is strictly prohibited within all County owned or leased facilities and vehicles. The County supports the conclusion of the United States Surgeon General and the United States Environmental Protection Agency that:

- Second-hand smoke is a cause of disease, including lung cancer for non-smokers
- Second-hand smoke has been classified as a Class A carcinogen.
- The simple separation of smokers and non-smokers within the same air space may reduce the exposure of non-smokers to environmental tobacco smoke.

SCOPE

This policy is applicable to the following:

All employees responsible to the Scott County Board of Supervisors;

All employees responsible to a County elected office holder including the elected office holder and Deputies;

All employees not directly responsible to either the Board of Supervisors or an elected office holder and whose governing body and the Board of Supervisors have certified its applicability.

When the provisions of this policy are in conflict with the Code of Iowa, or with a collectively-bargained agreement between the County and a certified bargaining unit, the provisions of the collectively-bargained agreement and/or the Code of Iowa will prevail.

PURPOSE

This policy ensures that County employees have a safe, healthy, environment free from tobacco/nicotine use. Due to the acknowledged hazards arising from exposure to environmental tobacco smoke, it shall be the policy of the County to provide a smoke-free environment for all employees and visitors. Tobacco/nicotine products include but are not limited to cigarettes, electronic cigarettes, cigars, chewing tobacco, snuff, pipes, snus or any emerging tobacco product or simulated smoking device.

PROVISIONS

1. This policy applies to all employees, vendors, visitors, and citizens conducting business within County facilities, vehicles or on County property.
2. Tobacco/nicotine product use is strictly prohibited within all County owned or leased facilities, vehicles and the outdoor area or grounds of County property including but not limited to the sidewalk adjoining the property.
3. The Conservation Board may enact rules and regulations consistent with state law regarding property under their jurisdiction.
4. "Tobacco-Free Facility and Grounds" signs shall be posted at all building entrances, and in all vehicles.
5. Scott County recognizes nicotine dependency as an addiction and a major health problem. Employees needing assistance in dealing with this problem are encouraged to participate in a cessation program. Employees and dependents on the County's health insurance plan may contact the Human Resources to schedule a free cessation class. Employees or dependents must attend all four session in order for the County to pay for the class. Employees and dependents shall be afforded two quit opportunities. Tobacco/nicotine cessation medications are provided through the County's employee pharmaceutical plan.