

COMMUNITY LIVING DURHAM NORTH

SMOKING (EMPLOYEES)

Policy No: C-7 (Human Resources)

Effective Date: July 4, 2008

Last Revision: October 17, 2018

Last Review:

Rationale:

To promote a healthy and safe work place.

Policy Statement:

CLDN is a smoke free work place and neither employees, members of the general public, nor the families of supported people are permitted to smoke (this includes all e-cigarettes/all smoking apparatuses with or without nicotine) on properties owned or leased by the agency. Agency owned vehicles are also smoke free zones. Further, to protect supported people who may be travelling in the vehicle from secondhand smoke, our no smoking policy extends to privately owned vehicles when/if the agency is paying for any portion of the mileage cost.

“No Smoking” signs will be posted in entrances and exits and other appropriate locations to notify visitors of our policy. If a sign is missed or ignored by a family member or by someone from the general public, staff must request that the person butt out or, failing that, leave the property.

In accordance with Policy B-5 people who reside in group homes are permitted to smoke on the grounds of their property. If people choose to exercise this right, staff will be expected to provide certain kinds of assistance; e.g. keeping their lighter in a safe place, but they will not be required to subject themselves to second-hand smoke.

On the contrary, staff are required to avoid second-hand cannabis smoke because its impact is uncertain and probably affects different people in different ways. Under the Occupational Health & Safety Act employees have a duty to perform work safely and to be in fit condition to work safely.

Employees who fail to comply with the policy will be subject to progressive discipline up to and including termination.

Approved by: Clare Suggitt

Date: October 17, 2018

for the Board of Directors