

<b>Policy Title:</b>	Smoke Free		
<b>Category:</b>	<input type="checkbox"/> Institutional - Board	<input type="checkbox"/> Academic - Administrative	
	<input checked="" type="checkbox"/> Institutional - Administrative	<input type="checkbox"/> Employment - Administrative	
<b>Approved by:</b>	<input type="checkbox"/> Board	<input checked="" type="checkbox"/> President	
<b>Date approved:</b>	November 8, 2018	<b>Effective date:</b>	November 8, 2018
<b>Policy Sponsor:</b>	Vice President, Administration & Finance	<b>Date last reviewed:</b>	November 8, 2018
<b>Date of Mandatory Review (expiry date)</b>	November 2023	<b>Date of last revision of Procedures</b>	November 8, 2018

## 1 POLICY

CMCC is committed to providing a healthy, comfortable and productive work environment for employees, students and anyone visiting its premises.

1. The CMCC campus is designated entirely smoke free.
2. Smoking is prohibited on all premises of the institution including the building and grounds.
3. CMCC will not discriminate against anyone because they are smokers.

## 2 PURPOSE

To provide a healthy and safe environment for all members of the CMCC community by protecting them from the risks associated with second-hand smoke, including vaping, and medical cannabis and/or cannabis-related products.

## 3 SCOPE

All members of the CMCC community including employees, contractors, students, patients and visitors, and all company vehicles and/or rental vehicles used for company business.

## 4 INFORMATION AND COMPLIANCE PLANS (not a comprehensive list)

To complement this policy, employees who smoke and would like to take this opportunity to make changes to their smoking habits are invited to contact the Employee Assistance Program (EAP). Students may contact the Student Services Division so that they may be directed accordingly.

Important Standards to be familiar with include but are not limited to:

- Addictions Treatment Helpline Ontario (ConnexOntario)
- Cannabis Act (Bill C-45)
- Centre for Addiction and Mental Health (CAMH)
- Non-smoker's Health Act (Canada) Municipal by-laws
- Ontario Occupational Health and Safety Act
- Smoke Free Ontario Act

**5 RELATED POLICIES** (not a comprehensive list)

- Accessibility – Integrated Regulation: Employment Standards
- Code of Conduct - Employees
- Discipline
- Health and Safety
- Personal Information Protection
- Privacy
- Substance Use and Impairment

**6 DEFINITIONS**

Smoking means inhaling, exhaling, burning or carrying any lighted or heated cigar, cigarette, pipe or any other lighted or heated tobacco or plant product intended for inhalation, in any manner or in any form, and includes the use of medical marijuana, and vaping or the use of an e-cigarette or device which simulates smoking.

**New Policy Approved (date):**

**Policy Revision History (dates):**

Smoking, Drug and Alcohol Consumption – 1999

May 27, 2010

Substance Abuse & Smoking in the Workplace – December 13, 2011

Smoke Free – November 8, 2018

-----**END OF POLICY**-----

**7 PROCEDURES**

The success of this policy will depend on the consideration and full cooperation of the CMCC community. All members share in the responsibility for adhering to and enforcing this policy.

CMCC may pursue disciplinary or corrective action for violations of this policy.

**New Procedure (date):**

November 8, 2018

**Procedure Revision History (dates):**

**8 ATTACHMENTS**

None