TOBACCO-FREE WORKPLACE

What is the tobacco-free workplace policy?

Effective **Jan. 1, 2016, the use of tobacco products** (including cigarettes, electronic cigarettes, cigars, pipes, smokeless tobacco, etc.) **is prohibited at all times** by City staff and visitors:

- in all interior space of all City facilities;
- on all outside property or grounds including parking areas of the City; and,
- in municipal vehicles.

There will be no designated smoking or tobacco use areas.

Why did the City decide to implement this policy?

The health and well being of our staff and visitors are of highest priority for the City of Tuscaloosa.

It has been continuously proven that smoking and using other tobacco products are not good for the user's health, and affects the health of those close by through second-hand smoke and residual contaminations.

How will this policy be enforced? What are the penalties?

The City knows that you and all staff members (tobacco user or not) will demonstrate respect and cooperation as we work together to successfully implement this new policy.

An initial violation of this tobacco-free workplace policy will result in a reminder of the executive order. Subsequent violations by employees will be addressed through disciplinary action as deemed appropriate by the individual's department head.

Will you offer a program to employees who would like to quit tobacco use?

No later than Oct. 1, the Human Resources Department will provide information to all employees regarding the availability of smoking/tobacco cessation programs. Additional information about cessation and other resources also will be provided periodically.

Why is smokeless tobacco included?

Smokeless tobacco presents dangers to health as well. Also, the City has had numerous complaints about discarded tobacco.

Why are e-cigarettes included?

E-cigarettes are still a form of smoking, and the ingredients in them are designed to help curb nicotine addiction. Potential negative consequences that result from breathing the vapors released have not yet been determined.

Thank you!