

SMOKE FREE WORKPLACE POLICY

The County recognizes the right of its employees to work in an environment free of tobacco smoke and has established a Smoke Free Workplace Policy. In compliance with the Florida Clean Indoor Air Act of 1985, the right to a smoke-free environment in the workplace takes precedence over individual desires to smoke. Smoking is strictly prohibited in County owned or leased buildings, including offices, hallways, waiting rooms, restrooms, lunch rooms, elevators, and meeting rooms, among other areas, and in County vehicles. Smoking includes the use of e-cigarettes.

The County also recognizes the rights of employees who choose to smoke or to use tobacco products to make personal decisions without interference, as long as these decisions do not interfere with the rights of other employees. Such employees may smoke during designated breaks only in designated smoking areas outside of County buildings or at least twenty-five (25) feet away from County worksites, building entrances, and storage areas of flammable substances. If breaks are provided employees, smokers are provided the same breaks as other employees and are not provided additional breaks. Individuals who chose to smoke or use tobacco products are responsible for ensuring that cigarette butts and other tobacco byproducts are properly disposed of and do not litter County property.

Managers and supervisors are responsible for implementation of and compliance with this policy in each work area. Employees who are found in violation of this policy are subject to progressive disciplinary action.

Free resources are available for employees who are considering quitting tobacco. Please visit <http://tobaccofreeflorida.com> for more information. Information is also available through your health care provider.