

Employee Handbook	Authority: Approved by Council	Type: Employee
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	Policy No. 300-27 Non-Smoking	

R.M. of Browning No. 34
Policy No. 300-27 Non-Smoking
December 12, 2018

1. Non-Smoking

- 1.1.** The R.M. of Browning is committed to promoting a tobacco-free and smoke-free environment. All R.M. offices, storage units, enclosed equipment and vehicles (including personally owned vehicles used for work) shall be considered non-smoking environments.
- 1.2.** Vapor or electronic cigarettes are not approved by Health Canada nor supported by the Canadian Lung Association as a method to quit smoking. Health Canada does not know the long-term health impact on individuals using these products and how they may impact people around the users of these products. As a result, the R.M. of Browning is treating them in a similar fashion to traditional cigarettes and prohibiting them from use in the above non-smoking environments.
- 1.3.** Cannabis is prohibited in the workplace.
- 1.4.** All employees and contractors are expected to abide by all aspects of this policy while at work – whether on company premises, at a work site, or in transit between work locations or assignments. They are also expected to abide by this policy while off duty if they are on company premises, in vehicles owned or leased by the company, or in a personally owned vehicle used for work purposes.

Document Revision History:

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Policy No. 300-27 Non-Smoking	December 12, 2018	Council