



Policy Owner:	Human Resources Department
Applicability:	Faculty, Staff, Students, Visitors and Vendors
Effective Date:	March 1, 2005
Revision Date:	May 28, 2019

Smoke and Vape-Free Workplace Policy

Policy Statement:

Salve Regina University is committed to providing a safe and healthy workplace/environment and to promote the health and well-being of its employees, students, visitors and vendors. As such the following Smoke and Vape-Free Workplace Policy has been adopted and applies to:

- All faculty, staff, students, visitors and vendors,
- All University-owned and -leased property and facilities including, but not limited to, common work areas, classrooms, conference and meeting rooms, private offices, elevators, hallways, stairs, restrooms, employee lounges, cafeterias, vehicles and all other enclosed facilities;
- All University grounds including, but not limited to, parking areas, loading docks of university facilities, athletic and recreational facilities,
- All University lectures, conferences, meetings and social events held on university property.

Policy:

In accordance with the Rhode Island's "Public Health and Workplace Safety Act", effective March 5, 2005 and modified July 1, 2018 smoking, including the use of vaporizers, e-cigarettes similar products designed for electronic, vapor or aerosol delivery of nicotine is strictly prohibited in places of employment. To ensure we remain compliant with the RI State Law Salve Regina University strictly prohibits smoking or vaping in all enclosed facilities within places of employment without exception.

Smoking is prohibited within a reasonable distance (50 feet) outside an enclosed workplace area, so as to ensure that smoke does not enter the area through entrances, windows, ventilation systems or other means.

Effects of Smoking:

Smoking causes many harmful effects to you and those who are exposed to 2nd hand smoke. According to the Center for Disease Control (CDC) some of the effects smoking and 2nd hand smoke cause include:

Smoking:

- Leading cause of preventable death
- Leads to disease and disability and harms nearly every organ in your body
- Causes cancer, heart disease, stroke, lung diseases, diabetes, and chronic obstructive pulmonary disease (COPD), which includes emphysema and chronic bronchitis.

2nd hand smoke:

- Causes respiratory symptoms, ear infections, frequent and severe asthma attacks
- Greater risk for sudden infant death syndrome (SIDS)
- Greater risk for heart disease, lung cancer and stroke

Enforcement:

Enforcement of the Smoke and Vape-Free Workplace Policy is the responsibility of all members of the

University community, and it is expected that both smokers and non-smokers will cooperate by complying an atmosphere of mutual respect and consideration. All members of the University community are encouraged to promote compliance with this policy by politely reminding faculty, staff, students, visitors, and vendors that smoking in the workplace is strictly prohibited under RI Law. Faculty, staff and students may refer to the Office of Human Resources for educational information on the effects of smoking and a list of smoking cessation programs available.