



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Central Lincoln County YMCA Tobacco Policy

Rationale

Central Lincoln County YMCA is dedicated to providing its staff, members, visitors, and children with a safe and healthy smoke-free environment.

Policy Statement

As required by Maine Law (22 M.R.S.A. § 1580-A), it will be our policy to provide a smoke-free facility, effective 3/24/2017. This policy applies to all employees, members, contractors, and visitors. Tobacco smoke is defined as the smoking of cigarettes, cigars, and all electronic smoking devices (such as electronic cigarettes and personal vaporizers). The Workplace Smoking Act of 1985 applies to all enclosed areas of business facilities in Maine where employees perform work and for which the employer is responsible. This policy also bans tobacco smoking in all outdoor areas of the workplace property at all times, 365 days per year, 24 hours a day.

"The scientific evidence indicates that there is no risk-free level of exposure to secondhand smoke." *The Health Consequences of Involuntary Exposure to Tobacco Smoke: A Report of the Surgeon General*. Atlanta GA: U.S. DHHS CDC Office on Smoking and Health 2006.

Since the use of tobacco products is the single, greatest cause of premature death and disability in the United States and in Maine, this policy exceeds the requirements of Maine State law by banning the use of any and all tobacco products at all times and in all locations that comprise this workplace.

The management of Central Lincoln County YMCA is dedicated to promoting health and wellness and recognizes that tobacco is an extremely addictive substance. This workplace will provide education on the impact of tobacco use with the purpose of raising awareness of the effects of tobacco use. This workplace will promote the use of all available resources, including the Maine Tobacco Help Line (1-800-207-1230) to assist those tobacco users who wish to cease their use of such products.

This policy will be posted and copies will be made available to anyone who requests one. The policy will be supervised by the management of Central Lincoln County YMCA in accordance with Maine State law.

Effective 3/24/2017 the use of all tobacco products is banned in:

- All enclosed areas where work is performed, as well as in all rest rooms, all meeting rooms, all lunch rooms and all private offices.

- All outdoor locations, including outdoor eating areas, parking lots and within vehicles including personal vehicles whenever such vehicles are parked on company property.
- All employer-owned and all employer-leased vehicles used by employees at all times.
- All employee-owned vehicles used in the course of work whenever other employees or another person is in the vehicle for work-related reasons at all times.

Signs detailing the requirements of this policy will be posted at the entrance to all Central Lincoln County YMCA property, at all building entrances and throughout all buildings that comprise the workplace. In addition, this policy will be included in training manuals and new employee orientation.

Central Lincoln County YMCA understands that tobacco is a legal product, and further recognizes that as an employer, this workplace may not require that employees or prospective employees refrain from tobacco use when not at work, and will not discriminate against employees who use tobacco outside of employment.

The success of this policy will depend on the courtesy and cooperation of both tobacco users and nonusers. Everyone is responsible for following and helping to enforce the policy. Problems should be brought to the attention of the appropriate supervisor. Violations of this policy will be handled through the established disciplinary procedures.