

SMOKE FREE POLICY

SUMMARY

Wake Forest University has a responsibility to its employees to provide a safe and healthy environment. Research findings show smoking and breathing secondhand smoke constitute a significant health hazard. In addition to causing direct health hazards, smoking contributes to institutional costs in other ways, including fire damage, cleaning and maintenance costs, and costs associated with employee absenteeism, health care and medical insurance.

SCOPE

The smoke free policy is effective immediately and applies to all Reynolda campus employees, visitors and guests. For the purposes of this policy, smoking is defined as burning (or simulating the burning of) any type of tobacco, tobacco-derived, or vapor products including, but not limited to, traditional and electronic cigarettes, cigars, cigarillos, and pipes.

POLICY

Smoke-free areas include all buildings on the Reynolda campus.

Smoking is prohibited within 50 feet of residence hall building doorways and entrances, and 25 feet from academic and administrative buildings.

Employees are only allowed to leave their place of work to smoke outside buildings during designated breaks, lunch period or, where possible and with prior agreement of their supervisor, by the use of flex time arrangements.

IMPLEMENTATION AND ENFORCEMENT

Enforcement of this policy will depend upon the cooperation of all employees, not only to comply with this policy, but also to encourage others to comply with the policy in order to provide a healthy environment in which to work and live.

SMOKING CESSATION SERVICES

Information regarding smoking cessation services and education for employees and family members is available through the Professional Development Center in Human Resources.

COMPLIANCE

The University will comply with all smoking laws implemented by the state pertaining to buildings.