

## **9.070**

### **Tobacco Free Workplace**

#### **Policy**

For health and safety considerations, Hernando County is committed to providing a healthy and productive work environment in accordance with the Florida Clean Air Act (FCAA) Section 386.201, Florida Statutes. This policy follows the legislative intent of the Act to protect the public health, comfort, and environment of creating areas in public places and at public meetings that are reasonably free from tobacco smoking and vaping.

#### **Definitions**

- “Smoking” means inhaling, exhaling, burning, carrying, or possessing any lighted tobacco product, including cigarettes, cigars, pipe tobacco, and any other lighted tobacco product.
- “Vape” or “vaping” means to inhale or exhale vapor produced by a vapor-generating electronic device or to possess a vapor-generating electronic device while that device is actively employing an electronic, a chemical, or a mechanical means designed to produce vapor or aerosol from a nicotine product or any other substance. The term does not include the mere possession of a vapor-generating electronic device.
- “Vapor” means aerosolized or vaporized nicotine, or other aerosolized or vaporized substance produced by a vapor-generating electronic device or exhaled by the person using such a device.
- Tobacco and tobacco products shall include, but not limited to the following:
  - Tobacco substitute products;
  - Cigars;
  - Cigarettes (including clove cigarettes);
  - Pipes;
  - Smokeless tobacco;
  - Electronic Vapor;
  - Chewing tobacco /Snuff or;
  - Any other matter, substances or devices that contain tobacco.

## **Procedure**

The FCAA provides specific requirements for the regulation of smoking in all government buildings and facilities.

- 1) Hernando County prohibits the use of tobacco or tobacco substitute products, smoking and vaping in any County owned, operated, maintained, leased, or otherwise controlled facilities, including entrances, uncovered openings and County vehicles.
- 2) This policy applies to:
  - All county full-time and part-time employees;
  - All temporary employees;
  - All student interns;
  - All trainees;
  - All volunteers;
  - All visitors (customers and vendors) on county premises; and
  - All contractors and consultants and/or their employees working on county premises.
- 3) Employees who smoke may do so only at designated break times and areas. Break times may not exceed the established breaks and meals policy.
- 4) Smoking or using tobacco products while conducting official County business is prohibited. The use of tobacco by teleworkers when visually interacting with others via Microsoft Teams, Zoom, Skype, or the equivalent, is also prohibited.
- 5) Employees who violate this policy will be subject to disciplinary action up to and including immediate termination of employment.