

10.6 TOBACCO-FREE WORKPLACE POLICY

Supersedes the 10.6 Smoking Policy in the MHARS Board of Lorain County Personnel Policy Handbook.

Purpose

The MHARS Board is committed to promoting a healthy lifestyle and workplace by supporting any employee in their effort to reduce or discontinue the use of tobacco products. The Board has adopted a 100% tobacco free policy that supports a healthy environment for all. The primary emphasis of this approach is to focus on the elimination of tobacco with cessation left as a choice for the individual.

It is required that employees and visitors do not smoke or use other tobacco products at the MHARS Board and the Amy H. Levin & Conference Center within 50 feet of its entrances, at all times.

DEFINITIONS

(A) “Employee” means a person who is employed by the Mental Health, Addiction and Recovery Services Board (MHARS) of Lorain County, with or without compensation.

(B) “Workplace” means the MHARS Board office and the Amy H. Levin Conference & Learning Center.

(C) “Visitor” means a person who may or may not be a County resident but, who for whatever reason, is present at the workplaces defined above.

(D) “Tobacco or Other Tobacco Products” means all uses of tobacco, including e-cigarettes and vapes, and inhaling, exhaling, burning, vaping or carrying any lighted cigar, cigarette, pipe, vaporizer, other lighted smoking device or papers for burning tobacco, or any other plant; chewing tobacco, snuff, or any other matter or substances that contain tobacco and nicotine.

Communication

Employees and visitors will be informed of the tobacco-free workplace policy through signs of sufficient size and type for visibility posted in MHARS facilities. All employees and visitors to such places are expected to comply with this policy. Individuals are encouraged and empowered to respectfully inform others about this policy in an ongoing effort to support individuals to be tobacco-free, improve individual health, and encourage a culture of compliance. Further, employees will receive policy distribution and orientation by their supervisors.

Aligns with Culture of Quality (COQ) Section III-Board Health & Safety, III-A.3

Effective Date: 04/03/2023

Policy Review Date (every 3 years): no later than 06/01/2026

“No Tobacco Use” signs and/or the international “No Smoking” symbol shall be conspicuously posted in public space where tobacco use is prohibited by this policy. Signs shall be of sufficient size to be clearly legible to a person of normal vision throughout the areas they are intended to mark.

Cessation of Tobacco Use and Support:

Lorain County Public Health offers “Tools to Quit” a guide to cessation providers in Lorain County (<https://www.loraincountyhealth.com/quitnow>).

The Ohio Tobacco Quit Line offers tobacco and coaching service to help you quit using all forms of tobacco. To check eligibility, call the toll-free Quit Line at 1-800-QUIT-NOW (784-8669).

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