

Lander University Tobacco-Free Campus Policy Faculty and Staff

Lander University is dedicated to providing a healthful, comfortable, and productive work and study environment for all faculty, staff and students.

The Environmental Protection Agency (EPA) reports that Environmental Tobacco Smoke (ETS) is responsible for an estimated 53,000 deaths per year in nonsmokers. In addition, the 1986 US Surgeon General's Report entitled, *The Health Consequences on Involuntary Smoking*, concluded the following: **Involuntary smoking is a cause of disease, including lung cancer, in healthy nonsmokers. The simple separation of smokers and nonsmokers within the same airspace may reduce, but does not eliminate, the exposure of the nonsmoker to ETS.**

In light of these findings, and as a part of a global wellness initiative that our university community is committed to, Lander University shall become entirely tobacco-free effective **August 1, 2007**.

- 1. Tobacco use will be prohibited on all university grounds, both outdoors and indoors, and within university owned or leased properties and vehicles. This includes all offices, hallways, waiting rooms, restrooms, meeting rooms, community areas, parking lots and all other grounds and properties of Lander University. This policy is in effect 24 hours a day, seven days per week.**
- 2. All employees of Lander University are prohibited from taking breaks for the purpose of tobacco use. Lander University does not permit breaks for the purpose of tobacco use.**
- 3. The sale of tobacco products is prohibited on Lander University campus, as is the delivery of any tobacco product by means of a delivery service of any kind.**
- 4. The free distribution of any tobacco product on Lander University campus, including all clubs and organizations, is prohibited.**
- 5. Lander University campus organizations are prohibited from accepting money or gifts from tobacco companies, or distributing free, reduced-price, or fully priced tobacco products (T-shirts, hats, etc.)**
- 6. All tobacco advertising in public spaces on Lander University campus is strictly prohibited.**
- 7. Tobacco advertisements are prohibited in all university-run publications.**
- 8. All advertisements for employment and recruitment of students will denote that "Lander University is a tobacco-free campus."**

9. **Copies of this policy will be distributed to all Lander employees.**
10. **“Tobacco-Free” signs will be posted throughout the campus.**
11. **Lander University Student Wellness Center will provide tobacco cessation programs and offer resources for any employee who is interested in discontinuing tobacco use.**
12. **This Tobacco-Free Campus Policy can and will be enforced through issued citations by Lander University Police Department. The faculty or staff member will be made aware of Lander University’s Employee Assistance Program and after the third offense the violator’s supervisor will begin Lander’s progressive discipline process.**

First Offense: \$15.00 Fine

Second Offense: \$20.00 Fine

In addition to the fine the faculty/staff member will be made aware of Lander University’s Employee Assistance Program.

Third Offense: \$25.00 Fine

In addition to the fine, the faculty/staff member will be made aware of Lander University’s Employee Assistance Program.

Fourth Offense: Begin Lander University progressive discipline process as outlined in the employee handbook.

The success of this policy depends upon the thoughtfulness, respect, and cooperation of everyone in assuring compliance with the policy. Smoking cessation programs and resources will be available in the Lander University Student Wellness Center. By complying with this policy, we will have a healthier university community and a cleaner campus.

All Lander University constituents need to be active in helping create a healthy campus by encouraging compliance from any individual who violates the policy.

- The President, Vice-Presidents, Department chairs, directors and supervisors will communicate this policy to all staff and faculty members of their department or area of responsibility. The fourth violation of policy by faculty or staff will be the responsibility of that individual’s supervisor to begin Lander University’s progressive discipline process as outlined in the employee handbook.
- Complaints or disputes should be brought to the attention of the University employee who has immediate responsibility for the workspace, event, or residence, or to his/her supervisor. If satisfactory resolution is not reached, the President of the University should be consulted.

- The Office of Human Resources is responsible for administering the policy to insure consistency and fairness for all Lander University employees.

Revised August 2009