

HUMAN RESOURCES POLICY
Fauquier County, Virginia

Policy Title: Tobacco Use – DFREM
Section No.: 29-A

Effective Date: 05/09/2013

I. PURPOSE

To promote a healthy workplace environment and to provide the best possible support for our employees under the Virginia General Assembly presumptive legislation. Cancer and Heart/Lung Presumptive Legislation may provide affected uniformed personnel with Virginia Workers' Compensation Benefits. However, as with all presumptive legislation, the employer (Fauquier County) may choose to exercise and submit "rebuttable" evidence, such as cigarette, cigar, or pipe smoking or the chewing of tobacco, to a particular case and deny the acceptance of a claim. This is just one example where tobacco use **may** contribute to the denial of a claim.

II. SCOPE

Uniformed employees of the Fauquier County Department of Fire, Rescue, and Emergency Management who were hired on or after May 1, 2013 may not use tobacco products **on or off duty**.

Employees hired prior to May 1, 2013 are encouraged to seek assistance through the Smoking/Tobacco Cessation Program by contacting the Department of Human Resources. Further, this policy will establish designated areas appropriate for smoking and tobacco use for these employees hired prior to May 1, 2013

III. DEFINITIONS

Tobacco Product - Any product consisting of, in whole or in part, tobacco or any by-product of tobacco. Tobacco products include, but are not limited to, cigarettes, cigars, pipe tobacco, smokeless tobacco, chewing tobacco, snuff, or similar products.

IV. POLICY

1. Smoking and tobacco use shall be prohibited in all facilities, except in designated areas. This includes all stations (regardless of ownership), as well as the administrative headquarters and training center locations.

2. Smoking and tobacco use shall be prohibited in all Department vehicles. This will include all County owned or leased vehicles and vehicles owned by volunteer fire/rescue agencies.
3. Smoking and tobacco use shall be prohibited during all emergency operations and incident scenes.
4. Supervisors shall be responsible for monitoring and controlling the areas and vehicles under their command for compliance to these regulations. Battalion Chiefs and worksite supervisors shall determine acceptable locations for smoking/tobacco use if not already designated.
5. Compliance with this policy is a personal responsibility. Uniformed personnel in violation of this policy may be subject to progressive discipline.
6. Smoking/Tobacco Cessation Assistance: Fauquier County actively supports the efforts of those who wish to stop the use of nicotine products. Employees may access smoking cessation programs by contacting the Benefits Specialist at 540.422.8300 and gain access to the available nicotine cessation programs.