

HUMAN RESOURCES POLICY
Fauquier County, Virginia

Policy Title: Tobacco-Free Work Environment
Section No.: 29

Effective Date: 10/08/2015
Supersedes Policy: 11/13/2014

I. PURPOSE

It is the objective of the Board of Supervisors to provide citizens and employees with a safe, healthy, and productive environment in which to work and transact business. Fauquier County prohibits the use of tobacco products (inhaling smoke or vapor, chewing or any other use), and the use of electronic cigarettes (e-cigarettes) and vapor devices, whether or not they include either nicotine or tobacco in all County buildings and work spaces except in specifically designated areas authorized by the County Administrator.

II. SCOPE

This policy applies to all employees, whether probationary, temporary or permanent, and volunteers.

III. DEFINITIONS

A. Tobacco shall include cigarettes, e-cigarettes, cigars, pipe tobacco, snuff, chewing tobacco and all other kinds of tobacco including nicotine vapor and alternative nicotine products prepared in such manner as to be suitable for chewing, smoking or any other human consumption. Nicotine gum or patches used for tobacco cessation purposes is not prohibited.

B. Smoking shall mean the carrying or holding of any lighted pipe, cigar, or cigarette of any kind or any other lighted or electronic smoking or inhalation equipment or the lighting, inhaling, or exhaling of smoke or vapor from a device of any kind.

C. Designated areas will be authorized by the County Administrator.

IV. PROCEDURES

A. Smoking and/or use of tobacco products shall only be permitted in designated outdoor smoking areas.

B. Smoking and/or the use of tobacco products are prohibited in all County vehicles.

C. Failure to comply with this policy may result in disciplinary action.