

# City of Stamford

## Non-Smoking and Non-Vaping Policy

**Purpose:** The purpose of this policy is to provide a smoke free environment for all employees, residents and other individuals visiting city facilities and grounds and to comply with Connecticut General Statute 19a-342 (Smoking Prohibited), 19a-342a (Use of electronic nicotine delivery system or vapor product prohibited), and Public Act No. 21-1, An Act Concerning Responsible and Equitable Regulation of Adult-Use Cannabis (RERACA). The City of Stamford recognizes that (i) a smoke and vape-free environment helps create a safe and healthy workplace; and (ii) smoking or vaping and exposure to secondhand smoke create serious health hazards, including lung disease and cancer.

**Policy:** Smoking tobacco or cannabis products and the use of Electronic Nicotine and Cannabis Delivery Systems (Vaping) are prohibited in any area of any City of Stamford owned or leased buildings and properties that are operated by the City. This prohibition includes the interior of the facility, building, or property, and the outside area within twenty-five (25) feet or any doorway, operable window or air intake vent. Smoking and Vaping are prohibited in City vehicles. The provisions of Connecticut General Statutes 19a-342 and 91a-342a, and RERACA are incorporated and made part of this policy. Violation of this Policy may result in disciplinary action, up to and including termination.

### **Definitions:**

**Smoking** is defined as the act of lighting, smoking or carrying a lighted or smoldering cigar, cigarette, pipe of any kind, whether containing tobacco or cannabis products, or the use of spit tobacco.

**Vaping** refers to the use of electronic nicotine or cannabis delivery systems or electronic smoking devices such as e-cigarettes, e-pipes, e-hookahs and e-cigars.

**Cannabis**, as used in this Policy, means all parts of the plant of the genus cannabis, and includes marijuana and hemp.

**Electronic Nicotine and Cannabis Delivery System** means an electronic device that may be used to simulate smoking in the delivery of nicotine, cannabis, or other substances to a person inhaling from the device, and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe, electronic hookah or any related device and any cartridge or other component of such device.

**Procedure:**

1. There are no designated use areas for smoking, vaping or using spit tobacco in City buildings or properties. The sole exception shall be the outdoor areas of the E. G. Brennan Golf Course except for outdoor areas that are within twenty-five (25) feet of any doorway, window or vent. The driving range and practice putting green remain subject to the prohibitions set forth in this policy.
2. Signage will be posted in all City buildings and properties informing employees and visitors of this policy.
3. The City will not provide ashtrays or smoking and vaping receptacles in City buildings and properties.
4. The City prohibits the selling of tobacco, cannabis and vaping products in City buildings and properties except for the selling of cigars at the E. G. Brennan Golf Course.
5. Employees who use tobacco products may seek help through the City's Employee's Assistance Program or City's medical insurance provider who offer tobacco cessation programs.
6. Each department head will be responsible for enforcement of this policy. The Department of Human Resources will provide assistance and counseling to department heads, managers and supervisors in connection with the enforcement of this policy and any necessary employee corrective action.
7. A violation of this policy by an employee shall be considered misconduct and subject the employee to disciplinary action.

  
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Alfred C. Cava, Director of Human Resources

10-26-2021  
Date

Adopted: 10-29-2019 to Replace Non-Smoking Policy Issued 5-23-1994  
Amended: 10-26-2021