

Section: Business and Support Operations

Section Number: 3.23.2

Subject: Tobacco Product Policy

Date of Present Issue: 05/06/99

Date of Previous Issues:
01/87, 04/89, 09/89, 12/93, 10/94,
09/97

POLICY:

In the interest of providing a safe and healthy environment for employees, students, and visitors, and in accordance with the Michigan Clean Indoor Air Act, P.A. 198 of 1986, and subsequent amendments, the following policy on tobacco product use has been adopted by the University:

TOBACCO PRODUCT USE IS PROHIBITED IN ANY PUBLIC BUILDING THROUGHOUT THE CAMPUS. TOBACCO PRODUCT USE IS PERMITTED ONLY OUTDOORS ON CAMPUS GROUNDS.

The no smoking policy took effect November 1, 1997 in all campus buildings except University residence halls. Residence hall policies will be revised and implemented on August 1, 1998. The tobacco product policy will take effect on May 4, 1999.

Religious and cultural ceremonies that involve the use of a tobacco product as a symbolic gesture in the ceremony are exempted from this policy on special occasions and with prior approval from the President's Office.

The April 1, 1989 Amendments prohibit smoking in enclosed, indoor areas used by the general public, as a workplace by public employees, or a meeting place for a public body.

Signs: There will be four types of signs used on campus:

1. "If you are smoking, please put 'em out",
2. "Thank you for not smoking",
3. the international symbol of "No Smoking" (burning cigarette with a line across) and
4. tobacco products prohibited.

Enforcement: The success of this policy will depend upon the thoughtfulness, consideration and cooperation of users and non-users. All employees share in the responsibility for adhering to and enforcing the policy.

Conflicts should be brought to the attention of the appropriate supervisory personnel and, if necessary, referred to the appropriate vice president for a final decision. The right of a non-smoker or non-tobacco user to protect his or her health and comfort will prevail over an individual's desire to smoke or use tobacco products.

Employees and students who are found smoking and/or using other tobacco products in violation of this policy will be subject to discipline in the same manner and magnitude as violations of other University rules and regulations.

To implement the University's tobacco product policy, signs will be posted in all buildings.

Violations:

Employees violating these regulations will be given a verbal warning by their supervisor. Subsequent violations will be given a written reprimand followed by progressive disciplinary steps, as required.

Students violating these regulations will be referred to the University student disciplinary system for appropriate action.

