

LAKE COUNTY BOARD OF DD/DEEPWOOD

BOARD POLICY

Reviewed and Adopted by the Board:
Date: August 23, 2021

Signature on File
Elfriede Roman, Superintendent

I. SUBJECT: SMOKE-FREE WORKPLACE

II. PURPOSE:

To provide a healthy, smoke-free work environment for all Lake County Board of Developmental Disabilities/Deepwood (LCBDD/Deepwood) employees, individuals, and visitors, in accordance with the Environmental Protection Agency's January 1993 ruling regarding effects of secondhand smoke and the indoor smoking ban in Ohio approved by voters in November 2006.

III. POLICY:

To protect and enhance indoor air quality and contribute to the health and well-being of all employees, LCBDD/Deepwood shall be entirely 100% smoke and tobacco free, effective November 1, 2011. All smoking and tobacco products will be strictly prohibited within the facilities, company vehicles and on the grounds of LCBDD/Deepwood, including parking lots and parking structures and any real property owned or operated by LCBDD/Deepwood. This policy applies to all employees, contractors and visitors.

Smoking will be strictly prohibited outside during bus loading/unloading, fire drills, during transport of individuals between buildings and any other individual contact times. The sale of smoking materials is prohibited in any LCBDD/Deepwood building or facility.

Employees who smoke must adhere to the break and lunch schedule that applies to non-smoking employees. No additional breaks are allowed to any employee who smokes. Those employees who smoke or use tobacco products and would like to take this opportunity to quit smoking are encouraged to participate in smoking cessation programs offered by the LCBDD/Deepwood.

Given the unique status of the on-grounds residential facilities, residents of ARC and JCDC will be permitted to smoke in their home environment only in a designated, well-ventilated area that does not interfere with the rights of nonsmoking residents. Staff, however, must adhere to the non-smoking policy at all times even when attending to an individual who is smoking.

LCBDD/Deepwood Policy **B-20**
SMOKE FREE WORKPLACE
Page 2

IV. DISTRIBUTION:

Board Members
All Management Staff
All Staff (via Department Managers)
LEADD President

V. REVIEWED:

8/21, 8/19, 8/18, 8/17, 8/16, 8/15, 8/14, 8/13, 8/11, 5/10, 5/08, 5/06, 5/04, 6/02, 5/00, 1/98,
10/93, 5/93