

Smoke-Free Workplace & Environment

Policy No. 304

Policy Statement: The Archdiocese promotes and supports a smoke-free workplace and environment. Archdiocesan personnel and visitors are strictly prohibited from smoking or vaping on archdiocesan property.

Definition: **Vaping** involves the use of electronic devices known as e-cigarettes, e-cigars, e-hookahs and e-pipes, and the likes.

Smudging is an Indigenous tradition which involves the burning of sage, sweet grass and/or cedar. Smudge produces a distinct scent, but the smoke associated with it is minimal and lasts a very short time. A smudge is burned to cleanse the body, mind, spirit of any bad feelings, negative thoughts, or negative energy - cleansing both physically and spiritually.

Cannabis means cannabis and any cannabis product containing delta-9-tetrahydrocannabinol (THC), cannabidiol (CBD), or any other cannabinoid.

Property means any and every archdiocesan owned property, including but not limited to

- church buildings
- church halls
- parish rectories
- institutions
- offices and meeting rooms
- cemeteries
- commercial properties
- camps
- public gathering places.

Personnel is defined as including clergy, employees and volunteers.

Procedure: Clergy, employees and volunteers

- a) are to be aware of the smoke-free policy.
- b) will require an ‘accommodation review’ by the Office of Human Resources if smoking or vaping cannabis is requested for a medical condition.
- c) are to comply with this policy or undergo disciplinary action.

Members of the public and visitors on archdiocesan property found in non-compliance with this policy

- a) will be advised of the policy.
- b) will be requested to comply or be required to leave the property.

Exception:

1. An approved designated outdoor location with appropriate signage may be established for the smoking of tobacco-only products, provided the designated location meets or exceeds legislation.
2. The Archdiocese recognizes the spiritual needs of the Indigenous community, that smudging and the use of herbs and tobacco are a part of the Indigenous traditional way of life. Therefore smudging or smoking tobacco-only products is permitted on Archdiocese properties subject to proper safety measures.

Reference:

Tobacco and Smoking Reduction Act

Refer to Policy:

No. 347 Progressive Discipline