

CORPORATION OF THE TOWNSHIP OF SOUTH ALGONQUIN

BY-LAW NO. 18-584

Being a by-law to adopt HR Policy; Smoke Free workplace HR 008-00 within the Township of South Algonquin

WHEREAS Section 8(1) of the Municipal Act, S.O. 2001, as amended, states that the powers of a Township under this or any other Act shall be interpreted broadly so as to confer broad authority on a Township to enable it to govern its affairs as it considers appropriate and to enhance the Township's ability to respond to municipal issues; and

WHEREAS Municipal Council deems it to provide a healthy and safe work environment for employees, clients, contractors and visitors,

NOW THEREFORE The Council of the Corporation of the Township of South Algonquin enacts as follows:

1. The Policy for Smoke Free workplace attached hereto as Schedule "A" and forming part of the by-law is hereby adopted.
2. That this by-law will come into force and take effect on its passing.

READ A FIRST AND SECOND TIME this 1st, day November 2018.

Jane A. E. Dumas, Mayor

Holly Hayes, CAO/Clerk-Treasurer

READ A THIRD TIME AND PASSED AND ENACTED this 1st, day November 2018.

Jane A. E. Dumas, Mayor

Holly Hayes, CAO/Clerk-Treasurer

CORPORATION OF THE TOWNSHIP OF SOUTH ALGONQUIN

| | | | | |
|--------------------------|------------------------------|-----------------------------|---------------------|----------------|
| SUBJECT: | SMOKE- FREE WORKPLACE | | | |
| TYPE: | HUMAN RESOURCES | POLICY NO. HR-010-00 | | |
| DATE: | REVIEW DATE: | FREQUENCY: | REL. BY-LAW: | PAGE #: |
| Oct, 26, 2018 | | As Required | 18- | 2 |
| Revisions | | | | |
| Oct. 26, 2018 New Policy | | | | |

I. Policy Statement:

The Corporation of the Township of South Algonquin is committed to providing a healthy and safe work environment for its employees, clients, contractors and visitors using our premises and recognizes the known hazards of exposure to second-hand smoke.

SMOKING PROHIBITIONS:

In order to reduce the exposure to second hand smoke, smoking is prohibited in any building or structure owned by the Corporation of the Township of South Algonquin.

1. No person shall smoke in any building or structure owned by the Corporation of the Township of South Algonquin. This includes inside all enclosed workplaces, workplace vehicle and public spaces.
2. No person shall smoke within nine (9) metres from any entrance, exit, window or walkway of any building or structure owned by the Corporation of the Township of South Algonquin.
3. Smoking restrictions in outdoor public spaces shall be governed by the Smoke-Free Ontario Act and any other applicable legislation and by-laws.

DEFINITIONS:

“Property” means any lands which belong exclusively to the Township of South Algonquin and to which legal rights apply.

“Smoke or Smoking” means the inhaling, exhaling, burning or carrying of any lighted cigar, cigarette, e-cigarette, pipe or other lighted smoking equipment.

“Entrance or Exit” means an exit or entrance used by the public, staff, tenants or contractors and includes shipping and receiving areas.

PROCEDURE:

1. Service contracts will require contractors and suppliers to conform to the Policy.
2. Compliance:
 - a) If an employee is seen smoking other than in the identified areas the appropriate Supervisor or Department Head will be notified. It is the responsibility of management representatives to monitor compliance with the policy among all employees and visitors and to document clearly all steps taken in the application of the policy.
 - b) Township of South Algonquin employees are encouraged to promote compliance of the policy to ensure its effectiveness. Anyone witnessing a contractor or visitor smoking where smoking is prohibited will advise the person of the policy and refer them to signage. If the person refuses to comply, the employee will immediately notify the appropriate Supervisor or Department Head, who will inform the individual of the Corporate Policies and Procedures. If the individual continues smoking in a

restricted area, they will be asked to leave the property.

COPY