



Policy:	SMOKE-FREE CAMPUS
Issue Date:	November 2021
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Approved by:	Vice President, Finance and Administration

PREAMBLE

Huron University College (“Huron”) is committed to advancing health and societal well-being through research, teaching and community service. Promoting a healthy and safe environment is integral to the personal, professional and academic growth of members of the Huron Community.

In the interest of promoting a healthy and safe campus environment for all to enjoy, effective **July 1, 2019**, Huron adopted a smoke and tobacco free campus policy in support of the [Smoke-Free Ontario Act, 2017](#). As a smoke-free environment, Huron is committed to ensuring that members of the Huron Community are not exposed to second-hand smoke while on Huron Property. In addition, Huron is committed to connecting faculty, staff and students that have a desire to quit, with the appropriate resources to assist and promote their success.

PURPOSE

The primary purpose of this policy is to enable the overall health and well-being of all members of the Huron Community. This policy also serves to:

- Confirm Huron’s commitment to a healthy and safe environment;
- Diminish exposure to smoke and tobacco and promote health and safety by prohibiting smoking and tobacco use on Huron Property, including in vehicles;
- Acknowledge that some traditional spiritual or cultural ceremonies involve the use of ceremonial tobacco;
- Support reduction and cessation of smoking and tobacco products through education, culture change and increased access to resources and support, such as counselling and medication;
- Increase awareness about the detrimental impact smoking and tobacco use has on health and well-being; and
- Establish the responsibility of roles, as outlined in this policy, who are in a position to make or influence decisions at Huron to comply with and enforce the policy.

DEFINITIONS

Cannabis: Means any plant belonging to the genus Cannabis and any part of such a plant (including the phytocannabinoids produced by or found in such a plant, regardless of whether it has been processed or not), except a non-viable seed, a mature stalk without any leaf, flower, seed or branch, fibre derived from such a mature stalk, or, any part of the root of a cannabis plant, and, includes any substance or mixture of substances that contains or has in it any part of such a plant.

Electronic Smoking Device(s): Any product containing or delivering nicotine or any other substance intended for human consumption that can be used by a person in any manner for the purpose of inhaling vapor or aerosol from the product. The term includes any such device, whether manufactured, distributed, marketed, or sold as an e-cigarette, e-cigar, e-pipe, e-hookah, vape pen or under any other product name or descriptor.

Huron Community: Includes, without limitation, employees, students, volunteers, visiting professors, contractors, visitors and any member of the general public present on Huron Property.

Huron Leadership: Specifically, those leaders that have direct reports. This consists of Huron's President, Vice President(s), Dean(s), Associate Vice President(s), Director(s) and Manager(s).

Huron Property: Any land boundary owned and controlled, or leased, by Huron, inclusive of all buildings, learning places, public places, and workplaces. This includes, but is not limited to, all buildings on Huron Property, which further includes all classrooms, offices, residences, dining hall, washrooms, parking lots, meeting rooms, common area (indoor or outdoor) or any other environment on or off campus where Huron business is conducted.

Smoking: Inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, pipe, or any other lighted or heated tobacco or plant product intended for inhalation, including hookahs (waterpipe) and cannabis, whether natural or synthetic, in any manner or in any form. Smoking also includes the use of an electronic smoking device which creates an aerosol or vapor, in any manner or in any form, or the use of any oral smoking device.

Tobacco Product(s): Any substance containing tobacco leaf, including but not limited to, cigarettes, cigars, pipe tobacco, cigarillos, clove cigarettes, hookah (waterpipe), shisha or any other preparation of tobacco such as chewing tobacco, smokeless tobacco and snuff.

Vehicle: Any and all modes used for transporting people or goods, such as a car, golf cart, truck or bus.

SCOPE AND APPLICATION OF THIS POLICY

This policy applies to all members of the Huron Community. The Huron Community includes, without limitation, employees, students, volunteers, visiting professors, contractors, visitors and any member of the general public present on Huron Property.

This policy strictly prohibits smoking, or the use of any tobacco products anywhere on Huron Property. For further clarity, this includes, but is not limited to, smoking or the use of any tobacco products, inside any Huron owned or leased building and on all outdoor public spaces on Huron Property. Smoking, or the use of tobacco products, is strictly prohibited in any vehicle, whether a personal vehicle or a Huron owned vehicle, while on Huron Property. Smoking, or the use of tobacco products in Huron owned vehicles is prohibited at all times, regardless of whether the vehicle is on or off Huron Property.

This policy also strictly prohibits the sale or promotion of any smoking, cannabis, electronic smoking devices, or any other tobacco products on Huron Property.

This policy is to be construed and applied in accordance with the [Smoke-Free Ontario Act, 2017](#). Nothing in this policy prevents Huron from implementing further smoke or tobacco free measures or programs.

This policy will be interpreted in accordance with the *Ontario Human Rights Code*, as applicable, and as amended from time to time. Huron is mindful of its obligations to accommodate individuals who have been prescribed medical cannabis by a healthcare practitioner. Individual request for accommodation can be made on a case-by-case basis in writing to the Associate Vice President, Facilities Management and Director, Human Resources.

The use of nicotine replacement therapy products, such as patches or gum, for use in aiding with quitting smoking are permitted by this policy.

This policy does not apply to the burning of sacred medicines permitted under the “Traditional and Sacred Medicines” section of this policy. Requests to use tobacco products for traditional or spiritual ceremonies can be made in writing to the Associate Vice President, Facilities Management and Director, Human Resources as set out under the “Traditional and Sacred Medicines” section of this policy.

Members of the Huron Community who are smoking or using tobacco products in areas surrounding Huron Property are expected to be considerate of neighbouring residents, businesses, and institutions, which includes, but is not limited to, avoiding littering and abiding by provincial legislation and all municipal by-laws.

TRADITIONAL AND SACRED MEDICINES

Huron recognizes the unique relationship that many Indigenous cultures have with traditional and sacred medicines such as tobacco, sweet grass, sage, and cedar, among others as provided under the *Smoke-Free Ontario Act, 2017*. Furthermore, Huron recognizes the unique relationship that religious cultures have with the use of candles and incense during services. If there is a ceremony or event in which the use of traditional and sacred medicines, as outlined above, will be burned, please notify the Associate Vice President, Facilities Management and Director, Human Resources at least five (5) business days in advance.

This notification will allow Huron to assess the need for further action related to ventilation, fire safety and alarm system and to preemptively communicate with Huron Community members about its use at the ceremony or event. The purpose of this procedure is to support an environment that is inclusive and welcoming while ensuring that the burning of these traditional and sacred medicines is conducted safely, and in compliance with all applicable legislation and standards.

ROLES AND RESPONSIBILITIES

Reasonable care and diligence shall be exercised to prevent contravention of the laws of Ontario and this policy. Huron has identified roles and responsibilities as follows:

Faculty, Staff, Students, Volunteers, and Contractors shall:

- i. read, understand and become familiar with this policy and procedures outlined herein;

- ii. ensure that they are in compliance with this policy and are encouraged to communicate this policy to other members of the Huron Community. The success of this policy is dependent upon the courtesy, respect, and cooperation of all members of the Huron Community, not only to comply but to continue to encourage the compliance of others; and
- iii. ensure that any individual(s) invited on to Huron Property as a guest are aware that Huron is a smoke and tobacco free campus and that smoking or using tobacco products is not permitted anywhere on Huron Property, including but not limited to inside of their personal vehicles while on Huron Property.

Huron Leadership shall:

- i. ensure that employees are notified of this policy and will provide the resources and support necessary to ensure compliance with this policy.
- ii. take appropriate administrative action for non-compliance with this policy;
- iii. in conjunction with Human Resources, provide direction to cessation support services and resources when requested by faculty, staff and students; and
- iv. ensure that any contracts that are entered into between Huron Leadership and third-party workers on Huron Property (contractors) clearly state that Huron is a smoke and tobacco free campus and that smoking and using tobacco products is not permitted anywhere on Huron Property, including, but not limited to inside of their personal vehicles while on Huron Property.

The Human Resources Department shall:

- i. ensure that the party or parties responsible for the day-to-day implementation and enforcement of this policy fulfill those responsibilities accordingly;
- ii. support Huron Leadership with any questions or concerns that come forward under this policy;
- iii. monitor this policy to ensure compliance;
- iv. in conjunction with the Associate Vice President, Facilities Management, administer requests for exceptions for traditional and spiritual ceremonies as set out in this policy;
- v. in conjunction with the Associate Vice President, Facilities Management, consider accommodation request from individuals who have been prescribed medical cannabis by a healthcare practitioner;
- vi. in conjunction with Huron Leadership, provide direction to cessation support services and resources when requested by faculty, staff and students; and

- vii. enforce this policy where appropriate in accordance with established disciplinary policies and procedures and by the terms of existing contracts of employment or collective agreements, and policies, where applicable.

Facilities Management shall:

- i. monitor and remove smoking-related refuse found on Huron Property.

SUPPORTS ON CAMPUS

Huron will undertake education efforts related to smoking cessation to assist faculty, staff and students who wish to reduce or stop smoking and the use of tobacco products. Huron will provide information to connect individuals with resources that offer nicotine replacement therapy and other cessation support. This information and available supports are outlined in the smoking cessation resources set out below.

Faculty and Staff

- i. [Middlesex-London Health Unit](#). The Health Unit regularly offers community based workshops to provide information and resources to individuals looking to reduce or stop their use of tobacco based products. Specifically, the Health Unit endorses the “STOP on the Net” smoking cessation program, which provides cost-free access to nicotine replacement products to support individuals 18 years of age and older who wish to quit smoking.
- ii. [Extended Health Benefits – Manulife](#). The Huron extended health benefits plan currently provides reimbursement for prescription smoking cessation aids as prescribed by your family physician or health care practitioner. This aid can make quitting smoking easier, and there are different choices available to you. Please speak with your physician if you are thinking about quitting.
- iii. [Employee & Family Assistance Program](#). EFAP can provide those thinking about, or wanting to quit smoking with counselling services and supports to assist.
- iv. [Smokers’ Helpline](#) (Canadian Cancer Society). Provides resources online, free help by phone or text, and a number of self-directed workbooks to assist those looking to quit smoking.

Students

- i. [Middlesex-London Health Unit](#). The Health Unit regularly offers community-based workshops to provide information and resources to individuals looking to reduce or stop their use of tobacco-based products. Specifically, the Health Unit endorses the “STOP on the Net” smoking cessation program, which provides cost-free access to nicotine replacement products to support individuals 18 years of age and older who wish to quit smoking.
- ii. [Smokers’ Helpline](#) (Canadian Cancer Society). Provides resources online, free help by phone or text, and a number of self-directed workbooks to assist those looking to quit smoking.

- iii. [Student Wellness Services at Huron](#). Connect with Huron's Wellness Coordinator for counselling services and supports.
- iv. [Western University Student Health Services](#). Connect with a physician or health practitioner to discuss options to reduce and / or stop tobacco use.

NON-COMPLIANCE

While the intent of the policy is to be educational and assist members of the Huron Community that wish to quit smoking and using tobacco products, Huron may pursue disciplinary action against individuals that violate this policy. Violations of this policy will be dealt with under the relevant policy/code/agreement, such as, the Non-Academic Student Code of Conduct, the Residence Discipline Code or any applicable Collective Agreement.

Faculty and staff who witness violations must report the infraction to their Leader or Human Resources immediately.

EVALUATION

This policy will be reviewed on an annual basis to ensure that it conforms to any changes in legislation and any associated regulations and to ensure it continues to address the needs of Huron.

Any concern or question about the interpretation or application of this policy can be directed to the Vice President, Finance and Administration and/or the Human Resources department.