

Subject: Tobacco-Free Workplace
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Kaw Nation is committed to providing a safe and healthy workplace and to promoting the health and wellbeing of its employees. Kaw Nation recognizes the hazards caused by tobacco use and exposure to secondhand tobacco smoke. Our policy to provide a tobacco-free work environment for all employees and visitors will aide us in keeping a safe and healthy workplace environment. This policy covers the smoking of any tobacco product and the use of oral tobacco products, "spit" tobacco and ecigarettes, and it applies to both employees and non-employee visitors of Kaw Nation.

POLICY

Tobacco use, in either smoke or smokeless type, is permitted only in designated areas outside of any building. There shall be no tobacco use in any Kaw Nation government buildings or vehicles. Smoking is defined as lighting or burning any pipe, tobacco, cigar, cigarette, or any electronic or artificial device. Smokeless tobacco is defined as chewed or snuffed rather than smoked by the user.

The regulations will be administered in accordance with established disciplinary procedures.

NOTE: Ceremonial tobacco is exempt from this policy.