



Smoke-Free Policy

Adopted by the Board: February 6, 2019
Responsibility of: Administration Committee

Review Date: 2023

HIGHLIGHTS:

Rationale

The College is committed to providing a safe and healthy environment for its faculty, staff, students, volunteers, and visitors. There are numerous health benefits of a smoke-free campus including but not limited to: providing a healthier campus environment for all community members, encouraging a cleaner campus, discouraging tobacco use and providing health leadership. This *Policy* is part of the College's commitment towards these aims.

A broad societal consensus on the harms of smoking has developed. This has led to controls on smoking at municipal, provincial and federal levels with legislation such as the *Smoke-Free Ontario Act* and the *Canadian Tobacco Act*.

- Effective January 1, 2019, a general prohibition against smoking on Knox College and University of Toronto properties, except for:
 - Indigenous ceremonial activities and
 - Medical accommodation purposes in accordance with the *Human Rights Code*.

FINANCIAL IMPLICATIONS:

For faculty and staff, smoking cessation programs may be provided through the existing benefits at Sun Life, our benefits provider, and ComPsych, our EAP provider. For students, smoking cessation programs are available through the Health and Wellness Centre at St. George. The centre can assist students with treatment options, resources and tools. Students also have access to "Leave the Pack Behind" - an on-line resource.

Smoke-Free Policy

The College is committed to providing a safe and healthy environment for its faculty, staff, students, volunteers, and visitors. This Policy is part of that commitment.

1. **General prohibition against smoking:** Smoking is not permitted on any College property, except pursuant to this Policy.
2. **Application:** This Policy applies to all who are present on College property at any time and for any purposes, including but not limited to employees, students, contractors, volunteers, and visitors.
3. **Smoking definition:** For purposes of this Policy, the word “smoking” includes the following: smoking or holding lighted tobacco or cannabis, and use of an electronic cigarette or other vaping device.
4. **Enforcement:** Enforcement will depend on the individual’s relationship with the College, the nature of the infraction, and the place in which it occurred.
5. **Sale of products:** Smoking products will not be sold on premises owned or occupied by the College.
6. **Indigenous ceremonial activities:** Where smoking is a feature of Indigenous ceremonial activities the Policy will accommodate such uses in accordance with applicable law. Divisions of the College should consult with their department head or the Manager of Facilities to determine whether the activity will be appropriate.
7. **Accommodation:** This Policy is subject to the duty to accommodate persons with disabilities in accordance with the *Human Rights Code* of Ontario.
8. **Signage:** Signs will be posted at College entrances, and other appropriate locations, in compliance with provincial law, municipal bylaws, and this Policy.
9. **Education:** The College will provide education to inform members of its community about the serious health effects, both direct and indirect, of smoking.
10. **Cessation support:** The College will assist students and employees with information about cessation support programs. Employees may contact human resources for details, and students may contact the applicable student health centre.
11. **Transitional arrangements:** The College may implement transitional arrangements pursuant to the attached “Guideline for Transition to Smoke Free”. Such transitional arrangements will be subject to annual review, and will have specified end dates, which may be extended during annual review.

Appendix “A”

Applicable legislation and bylaws

The following are links to provincial and municipal* legal requirements relating to smoking. Legal requirements will prevail in the event of conflict with the Policy. Legislation, regulation, and the Municipal Code may be amended from time to time.

Smoke-Free Ontario Act, 2017

<https://www.ontario.ca/laws/statute/17s26>

Ontario Regulation 268/18

<https://www.ontariocanada.com/registry/view.do?postingId=26469&language=en>

Toronto Municipal Code, Chapter 709

https://www.toronto.ca/legdocs/municode/1184_709.pdf

