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**SUBJECT: TOBACCO PRODUCT USAGE**

**POLICY:** The use of tobacco or tobacco-like substances is prohibited on Fire District property, on emergency scenes, in department vehicles or at any official Fire District function.

**PURPOSE:** To provide a clean and healthy environment for department members, employees, and the general public, and reduce the problems customarily associated with smoking and/or chewing of tobacco or tobacco-like products.

**SCOPE:** All employees, members, and visitors on District premises.

**DEFINITION:** *Tobacco use* includes smoking and chewing tobacco or tobacco-like products.

**PROCEDURE:** All newly hired employees will be required to enter into a *Tobacco Abstinence Agreement Form No. 524.11.02* as a condition of employment.

Employees who have previously entered into *Tobacco Abstinence Agreement Form No. 524.11.02* are required to abstain from any form of tobacco use as a condition of employment.

These guidelines will not supersede any local or state laws, or any existing or future regulations established for fire, health, or safety reasons.