

Approved: _____
Date: _____

FRANCIS MARION UNIVERSITY
Human Resources Office

SUBJECT: Smoking Policy

Revised: 1/17/90
Revised: 8/1/09

SMOKING POLICY

The language used in this policy does not create a binding employee contract between the employee and the University. The University reserves the right to revise the contents of this policy, in whole or in part.

Francis Marion University is committed to providing an environment conducive to its mission that is safe, healthy and comfortable. Due to well documented health and safety risks related to smoking, and the University's commitment to support the comfort and well-being of its various constituents, Francis Marion University is a "smoke-free" campus.

Smoking is prohibited on all property owned or controlled by Francis Marion University, the Francis Marion University Foundation, and the Francis Marion University Real Estate Foundation. This prohibition includes all buildings and grounds, as well as within vehicles owned, leased, or rented by the University and its related entities.

To support the smoke-free initiative, the following policy provisions have been enacted.

1. The sale or distribution for marketing purposes of products designed to be smoked is prohibited on all property owned or controlled by the University and its entities.
2. Advertising and marketing efforts related to products designed to be smoked are prohibited in public spaces owned or controlled by the University and its entities, as well as all publications produced by the same.
3. All employees are informed of this policy at the time of their initial employment.
4. Resources to support smoking cessation for members of the campus community are available from Student Health Services and the Office of Human Resources.
5. Signs designating FMU as a Smoke-Free Campus are placed in appropriate locations owned and controlled by the University and its entities.

In order for this policy to be effective, all members of the campus community must be involved with ensuring its success by encouraging compliance by persons observed in violation of the policy.