



Policy Name	<i>Smoke and Smokeless Tobacco-Free Campus</i>		
Policy #	HS 5.0	Category	Health and Safety
Policy Owner	Vice President Administration	Effective Date	December 16, 2022
Policy Lead	Executive Director, Risk Management Services	Next Review Date	December 16, 2027
Approved by	Executive Management Committee	Approval Date	December 16, 2022

1.0 Policy Statement

The purpose of this policy is to ensure a smoke-free environment in compliance with the legislation and applicable regulations. NAIT supports clean air and facilities, and a healthy and safe environment for students, staff, contractors, visitors, and members of the public who use NAIT facilities and smoke and/or use smokeless tobacco or cannabis products.

2.0 Scope

This policy applies to all NAIT facilities, both owned and rented/leased, including NAIT vehicles.

Smudging Ceremonies are exempt from this Policy and should be done in accordance with Smudging protocols and guidelines established by the Nisôhkamâtôtân Centre.

3.0 Definitions

Term	Definition
Smoking/vaping	Means to inhale or exhale smoke or vapour from, hold, use, or otherwise have control over lit, ignited, or heated cannabis, tobacco product or tobacco-like product.
Smokeless Tobacco	Tobacco that is chewed or snuffed.
Smudging	Smudging is a cultural ceremony practised by a wide variety of Indigenous peoples in Canada and other parts of the world. Although practices differ, smudging is used for medicinal and practical purposes as well as for spiritual ceremonies. The practice generally involves prayer and the burning of sacred medicines, such as sweetgrass, cedar, sage, and tobacco.

4.0 Guiding Principles

- 4.1 NAIT owned and rented/leased facilities, grounds and vehicles will be smoking and smokeless tobacco product free.

- 4.2 If a provision of this policy or any associated procedures conflicts with an Act, Regulation, or City Bylaw, the provision that is most restrictive of smoking shall prevail.
- 4.3 Administrative policies and procedures are to be established to support the administration of this policy including, but not limited to, exemptions, accommodations, enforcement, and support for smoking and smoking cessation.
- 4.3.1 If a NAIT staff member is unable to comply with this policy due to medical reasons, Human Resources will review the case to determine if a workplace accommodation is required.
- 4.3.2 If a NAIT student is unable to comply with this policy due to medical reasons, NAIT's Transition Services will review the case to determine if an accommodation is required.
- 4.4 Health and wellness of students and staff will be supported for those who wish to stop smoking and/or using smokeless tobacco.

5.0 Other Related Documents

- Tobacco Reduction Act
- Tobacco and Smoking Reduction Regulation
- Alberta Occupational Health and Safety Act
- City of Edmonton Public Places Bylaw
- Gaming, Liquor and Cannabis Act
- [HR 6.0 Respectful Workplace Policy](#)
- [HR 1.18 - Workplace Accommodation Procedure](#)
- [HS 1.0 Health Safety and Environmental Policy](#)
- [HS 2.0 Impairment - Maintaining a Safe and Healthy Environment Policy](#)
- [SR 1.0 Student Rights and Responsibilities Policy](#)

Document History

Date	Action/ Change
July 1, 2009	July 1, 2009 – Implementation of Smoke-Free Campus Policy. This policy update incorporates all smoking-based products, electronic cigarettes, and smokeless products.
October 7, 2022	Updated Policy Statement and Scope sections: added rented vehicles to the scope and removed the statement of Smudging ceremonies approval and replaced it with a more inclusive and supporting language. Updated definitions for smoking/vaping and smudging. Added definition for smudging. Removed definition of electronic cigarettes. Added sections 4.3.1 and 4.3.2. Added the following related documents: City of Edmonton Public Places Bylaw, Gaming, Liquor and Cannabis Act, HR 6.0 Respectful Workplace Policy, HS 2.0 Impairment - Maintaining a Safe and Healthy Environment Policy, HS 1.0 Health Safety and Environmental Policy, SR 1.0 Student Rights and Responsibilities Policy, HS 2.0 Impairment - Maintaining a Safe and Healthy Environment Policy and HR 1.18 - Workplace Accommodation Procedure.