


POLICY 408	TOBACCO POLICY	
	REVISED: 1/93, 9/01, 02/11, 01/14; 08/18, 03/21	RELATED POLICIES:
	CFA STANDARDS:	REVIEWED: AS NEEDED

A. POLICY

The Florida Clean Air Act prohibits smoking in government buildings such as ours. In addition, the Police Department has a vested interest in providing a positive image and a clean and healthy work environment for all employees.

The use of tobacco products and e-cigarettes is prohibited in all Police buildings and vehicles unless acting in an undercover capacity.

B. ENFORCEMENT AND DISCIPLINE

1. All sworn members hired on or after December 3, 2013 shall be non-users of tobacco products at the time of hire as a condition of employment and shall be required, as an absolute condition of continued employment, to refrain from using tobacco products of any kind at all times, whether on or off duty. Any bargaining unit member hired on or after December 3, 2013 who violates this provision may be subject to disciplinary action up to and including discharge.
2. All sworn members hired before December 3, 2013 shall be permitted to use or smoke tobacco products in designated areas and outdoors only. No use of smoking tobacco products of any kind shall be permitted in any other locations including, but not limited to, Department vehicles. Any bargaining unit member who violates this provision may be subject to disciplinary action up to and including discharge.
3. Consumption of tobacco products while on calls for service or while in public view is prohibited.
4. Managers and supervisors are responsible for seeing that this policy is strictly adhered to.