

Title:	Smoke-Free Policy	Date of Original Board Approval:	October 25, 2011
Approved by:	Mark Runciman	Revision Date(s):	July 2018
Reviewed By:		Date of Next Review:	
Location:	All RBG Properties	Ref. No:	HR-020

Objective & Goals

By bringing people and plants together in its unique place, Royal Botanical Gardens fosters awareness and wellbeing of our planet.

By preventing smoking on our property, we are acting as a leader by protecting the safety and health of our staff, volunteers, visitors and the environment against the negative implications associated with smoking.

Scope

This policy applies to all staff, volunteers, visitors and contractors.

Policy Statement

In compliance with the Smoke Free Ontario Act, it is prohibited to smoke tobacco and medical cannabis or vape e-juices and/or medical cannabis on RBG property. Recreational cannabis is strictly prohibited.

Property includes:

- all buildings
- garden areas
- natural lands
- trails
- parking areas
- all employer-owned or leased vehicles

Anyone who wishes to smoke must physically leave RBG property to do so.

Standards & Practices

Staff of RBG

Staff members will not be granted additional time for breaks to accommodate use of smoking/using tobacco products. Staff members who do not comply with this policy will be subject to discipline.

Visitors of RBG

All visitors of RBG will be informed of the smoke free policy via signage, communication pieces, and visitor experience staff communication upon entry. Visitors who smoke on RBG property will be asked to extinguish their product immediately. Visitors who persist will be asked to leave the property.

Clients of RBG

All client rental and use of RBG property agreements will include wording advising that RBG is a smoke free environment.