

Article 58: Tobacco Free Policy

Preamble

The parties recognize the importance of the National Institutes of Health (NIH or Agency) mission related to scientific research and the application of that knowledge to extend a healthy life while reducing the burdens of illness and disability. A tobacco-free workplace protects the health of all employees while providing an environment conducive for tobacco users who are working to limit their use of tobacco.

Section 1. Tobacco Free Policy¹

The use of all tobacco products, including but not limited to, cigarettes, cigars, pipes, electronic cigarettes, and smokeless tobacco, is prohibited at all times:

- Inside all NIH owned buildings, on all campuses, to include Rocky Mountain, Bayview, Fort Detrick, Poolesville, and Research Triangle Park.
- On all outside property or grounds, including parking areas.
- Inside any government owned vehicle.

Section 2. Smoking Cessation Programs

A. The Agency encourages all employees who want assistance in eliminating their dependence on the use of tobacco products to enroll in authorized Smoking Cessation Programs (SCP). A SCP includes all tobacco products.

B. To the maximum extent possible, any Agency authorized or sponsored programs, if available, will be offered during employee duty hours

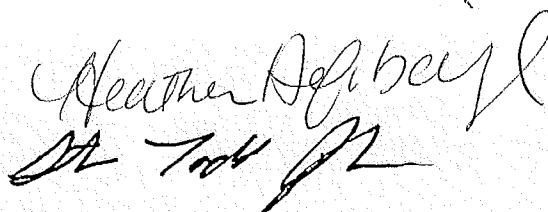
C. Information about any smoking cessation programs will be publicized and communicated throughout the Agency via NIH websites.

Section 3. Enforcement of Tobacco-free policy

Employees who do not conform to this policy after implementation may be subject to disciplinary action.

Section 4. Management Responsibilities

The Agency assures that any SCP offered by the Agency shall be conducted in a fair, impartial, and beneficial manner for employees.



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¹ This policy applies to all leased and owned building insofar as lease agreements permit.