

OAK HARBOR PUBLIC LIBRARY

Library Board Policy

Policy: Smoking & Tobacco Use Policy

Date Approved by Board: Jan. 6, 1997, retroactive to Jan. 1, 1997

Date Amended/Modified: June 24, 2015

The Library is committed to maintaining a safe and healthful working environment for its employees and patrons. For this reason, smoking is prohibited in all areas of the library building. All employees and patrons are expected to adhere to and cooperate with this policy.

Smoking and the use of any form of nicotine delivery product are prohibited, including but not limited to chewing tobacco, dipping snuff, or e-cigarettes. Smoking is defined as the holding, carrying, lighting, inhaling and exhaling of a lighted cigar, cigarette, pipe or other lit tobacco products or of smoke or vapor from an electronic smoking device.

Employees who violate this policy shall be subject to disciplinary action.

Patrons who violate this policy will be asked to extinguish their cigarette, cigar, pipe, and any electronic smoking device. Any patron refusing to do so will be asked to leave the premises.

The Library shall not discharge, refuse to hire, or in any manner discriminate against any employee or applicant for employment because of his or her individual smoking preference, as long as their actions do not violate this Smoking & Tobacco Use Policy.