

Smoking and Tobacco Use

617.1 PURPOSE AND SCOPE

The City of Tolleson is committed to providing a healthy and safe environment for all. To support this commitment, the City prohibits smoking and using tobacco or nicotine products by employees during working hours on any city-owned, leased, or controlled property. This includes indoor and outdoor spaces such as buildings, walkways, sidewalks, parking lots, and city vehicles.

This policy applies to all employees, contractors, and volunteers.

"Smoking and tobacco use" includes, but is not limited to, cigarettes, cigars, pipes, snuff, chewing tobacco, personal vaporizers, tobacco pouches, electronic cigarettes, nicotine pouches, and other alternative or smokeless products intended to deliver nicotine or simulate smoking.

617.2 POLICY

Employees are expected to comply with this policy at all times, including while representing the City in public. Smoking and tobacco use are not permitted in City vehicles or facilities, and no designated smoking areas will be provided on City property.

Supervisors are responsible for ensuring that individuals under their direction adhere to this policy, including prohibiting smoking or tobacco use inside City facilities and vehicles.

Employees who smoke during non-working hours (e.g., meal or rest breaks) must do so at least 300 feet away from any City-owned building or property, per City ordinances.

Violations may result in disciplinary action, up to and including termination, as outlined in City policies and procedures.

617.3 POSTING

City properties will display signage to ensure awareness of smoking and tobacco use restrictions.