



Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation

Date of last amendment : 10/10/2022

Smoke free workplace policy

This policy is to protect and enhance Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation's indoor air quality. Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation aims to contribute to the health and well-being of all Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation employees by making the environment entirely smoke free. The use of any tobacco products, including chewing tobacco, and e-cigarettes, is banned from Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation's workplace within 5 meters of the premises.

Key Policy

QLD - Work Health and Safety Act 2011

The above legislation by which Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation is governed by requires Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation to protect employees and contractors from workplace hazards, including potentially harmful air contaminants. There is now clear evidence that active and passive smoking is not healthy and causes a range of serious illnesses and in some cases, death.

The Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation "Smoke free workplace policy" ensures that, as an employer, Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation continues to address its duty of care responsibilities in respect of employees and contractors regarding active and passive smoking.

The term "employee" used throughout this policy is taken to mean all ongoing and non-ongoing employees. Contractors employed by Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation are also required to comply with the policy as are visitors to all Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation premises.

The objective of the policy is to meet our duty of care responsibilities as an employer by:

- Protecting all employees and visitors from exposure to tobacco smoke;
- Maintaining a totally smoke free working environment; and
- Supporting employees to improve their health and wellbeing;
- Abiding by the rules and regulation laid down by Government laws.

Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation will provide a smoke free work environment for all its employees.

Smoking by all employees is banned whilst on duty. Smoking is only allowed during designated breaks.

No employee will be permitted to smoke within five (5) meters of any part of Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation's premises at any time.

For the purposes of this policy Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation's premises include any location at which employees are engaged on duty.

The ban on smoking in and around Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation's premises extends to employees and contractors performing duties

after normal hours, and members of the public visiting Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation's premises.

Smoking is banned at all times in all Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation vehicles.

Position on electronic cigarettes (vaping):

Electronic cigarettes may be harmful to users and to those exposed to secondhand vapour. This policy therefore applies to both electronic cigarettes and traditional cigarettes.

Electronic cigarettes are not permitted to be used in within five (5) meters of any part of Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation's premises at any time.

Discipline under this policy:

Management of Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation has the responsibility of overseeing this policy. Supervisors and managers will ensure employees are compliant with all areas of this policy, including any disciplinary action resulting from non-compliance.