



Canadian
Cancer
Society

BRITISH COLUMBIA AND YUKON

Policy Title	NON-SMOKING POLICY		
Department	Human Resources	Issue Date	July 2008

I. PURPOSE & SCOPE

In keeping with the Mission Statement of the Canadian Cancer Society and to promote healthy lifestyles, the BC and Yukon Division is a smoke-free environment.

The Canadian Cancer Society has a long-standing commitment against tobacco consumption because it is a known cancer cause. It is recognized that smoking is the single largest preventable cause of disease and death in Canada today, and the Society is committed to the need to inform Canadians of hazards of smoking and second-hand smoke.

II. DEFINITIONS

"Smoke-free environment" – A designated space or area, where it is forbidden to consume tobacco products, under any circumstances.

III. POLICY STATEMENTS

Employees and volunteers are not permitted to smoke on Society premises, at any CCS event or while representing the Society in any way.

IV. PROCEDURES

The overall role of the Society is compromised if employees or volunteers smoke while representing the Society. Smoking at any premises of the CCS, in an official capacity, shall be cause for disciplinary measures to be taken, up to and including termination of employment or volunteering.

In order to ensure consistency and adherence to Human Rights legislation, the following question is to be asked in an interview with prospective employees and volunteers:

"In pursuit of the Society's goals to eradicate smoking, the Society not only offers a totally smoke-free environment, but a policy that no employee or volunteer can smoke while representing the Society in any way. If offered the position, would you be comfortable with this?"

V. RELATED POLICIES

VI. AMENDMENT

The Canadian Cancer Society reserves the right to amend this policy at any time as deemed necessary.