
Creating a Smoke-Free Workplace Campus

To have a successful smoking-cessation program, an employer needs to declare **ALL** indoor and outdoor areas smoke-free - *creating a smoke-free campus*.

Unlike smoke-free indoor policies, smoke-free worksite campus policies are not solely designed to protect nonsmokers from secondhand smoke but rather are also intended to encourage employees to improve their health by quitting the use of tobacco products. Tobacco-free campuses create work environments in which tobacco users find it easier to reduce their consumption or quit altogether.

- One study found that the implementation of a smoke-free campus policy in an office workplace that already had a smoke-free policy for indoor settings was associated with an increase in quit rates and a reduction in daily cigarette consumption among continuing smokers.¹

Components of a Smoke-Free Campus Policy

- State your goal. i.e., “To create a safe, healthy workplace for all workers and visitors.”
- Mention the documented risks of second-hand smoke, the impact of smoke on those with chronic conditions, the cost of smoking on productivity and health benefits.
- Clearly state in simple terms and/or illustrations where smoking is prohibited. Avoid exceptions to the policy, such as private offices, parking lots, etc.
- Indicate the organization’s commitment to assist workers who want to quit smoking, include assistance to dependents, if appropriate.
- Describe the covered benefits and how to access them, along with any incentives or disincentives.
- Design the policy to treat all workers fairly, regardless of title or smoking status.

Model Workplace Policies

There are a number of websites to help employers develop effective worksite smoking cessation policies and programs:

- [An Employer's Website for Smoking Cessation](#)
- [CDC – Save Lives, Save Money: Make Your Business Smoke-Free](#)
- [CDC – Healthier Worksite Initiative: Tobacco Free Workplace Toolkit](#)
- [Advice for business owners on going smoke-free](#)
- [WELCOA – Employer's Smoking Cessation Guide: Practical Approaches to a Costly Workplace Problem](#)

¹Osinubi OYO, Sinha S, Rovner E, Perez-Lugo M, Jain NJ, Demissie K, Goldman M. Efficacy of tobacco dependence treatment in the context of a "smoke-free grounds" worksite policy: A case study. *American Journal of Industrial Medicine* 2004;46:180–187