

**BEMIDJI STATE UNIVERSITY  
SMOKING POLICY**

Estab. 12-9-88  
Rev. 1-4-89

**Purpose**

To conform with the Minnesota Clean Indoor Air Act, M.S. 144.411 - 144.417, and M.S. 16B.24, Subdivision 9 and to provide a safe and healthy environment for students, employees and visitors.

**Policy**

Bemidji State University is committed to providing students, employees and the public with a safe and healthy work environment, and to conforming with the intent of the Minnesota Clean Indoor Air Act and other relevant legislation. As a result, smoking is prohibited in its entirety in all campus buildings including connecting entrances, hallways and tunnels except the residence halls, student union complex and the Boiler Room in the Power Plant. The residence halls and the student union complex will continue to comply with the Minnesota Clean Indoor Air Act provisions by designating smoking/no smoking areas.

"No Smoking" signs will be posted at entrances to all affected buildings.

**Definitions**

Smoking - Smoking includes the carrying of a lighted cigarette, cigar, pipe or the use of any other lighted smoking materials.

**Policy Implementation Period**

This policy becomes effective January 1, 1989.

**Smoking Cessation Programs**

Bemidji State University wishes to ensure that all interested employees have access to smoking cessation resources. Therefore, a systematic and structured smoking cessation program will be considered job-related, non-assigned training as defined in Administrative Procedure 21B. Employees will be eligible for reimbursement of 75% of the tuition or registration costs of the program, up to a maximum of \$100, upon completion of the program. In lieu of reimbursement, employees may be eligible for release time to attend the program.

Smoking cessation workshops offered on campus will be provided at no cost to employees.

Eligibility for tuition/registration costs reimbursement or release time must be arranged between an employee, his/her supervisor and the Personnel Office prior to attending any program. A listing of various available programs along with cost information is available from the Personnel Office.

**Enforcement of Policy**

All employees and students are responsible for acting in accordance with this policy. Any difficulties encountered in the implementation of this policy should be reported to the immediate supervisor. Supervisors have an additional responsibility to enforce this policy within their areas and among the employees they supervise. Students in violation should be reported through the University's Student Conduct System.

Employees violating this policy will be subject to progressive disciplinary action under the applicable bargaining unit.