

## **§ 2.803 CONDUCT POLICY**

- (13) Employees are expected to model positive behavior when working with children and youth. This includes but not limited to, personal behavior when they represent the Tribe or Tribal Programs. This behavior includes refraining from smoking and/or alcohol use during an event sponsored by the Tribe.

## § 2.806

## SMOKE FREE WORKPLACE POLICY

The Tribe recognizes the health concerns related to the use of Commercial tobacco. Effective 02/19/10, "The use of commercial tobacco products will not be permitted on any tribal campus in and around Siletz Tribal offices, except in designated smoking areas." The restricted areas where smoking and the use of smokeless tobacco is prohibited and will not be allowed on or near the grounds; these include the Fitness Center, Gymnasium, Childcare facility, and the new Health Clinic facility.

It additionally prohibits smoking within 25 feet of tribal building entrances and exits, in tribal vehicles. It generally establishes no smoking zones in, around or near areas where smoke could enter buildings. Designated smoking zones other than the balcony at Administration I will be established and clearly marked.

The policy further establishes and supports the Tribe's efforts to protect the tribal youth from the harmful effects of tobacco use, tobacco smoke, and the use of smokeless tobacco.

- (a) Smoking or the use of smokeless tobacco by Employees while on duty is permitted only in designated smoking areas during the Employee's lunch and two 15-minute breaks.
- (b) Employees will take the responsibility for reminding one another and visitors of the no smoking policy, also each Employee will be responsible for making sure that refuse is disposed of in a safe and sanitary manner.