

SMOKE-FREE WORKPLACE POLICY

NJIT is dedicated to providing a healthy, comfortable and productive work environment for our employees.

As you may know, the U.S. Surgeon General concluded that:

1. Smoking is the major preventable cause of premature death today, killing 1/3 to 1/2 million American smokers annually.
2. In addition, involuntary smoking is also a cause of disease, including lung cancer in healthy non-smokers.

NJIT is a smoke-free campus. Smoking is prohibited in all university owned buildings. To prevent smoke filtering into buildings and for the safety of those standing near exits, smoking is also prohibited within 25 feet of an entrance/exit to any university building. This policy applies to all employees, students, and visitors.

Employee violations may be subject to disciplinary action up to and possibly including termination of employment. NJIT will provide a variety of services to help employees who want to stop smoking, including information regarding smoking cessation clinics and referrals for other sources of help. Contact the EAP (973-596-3293)

The success of this policy depends upon the consideration, thoughtfulness and cooperation of non-smokers and smokers, alike. All employees share in the responsibility for adhering to and enforcing the policy. Any problems should be brought to the attention of the appropriate supervisor, the Director of EAP, or Public Safety.

REVIEW:

Douglas C. Penn 1/15/13
General Counsel Date

[Signature] 1/23/13
President Date

APPROVAL:

Holly C. Am 1/15/13
Vice President for Date
Human Resources
(Acting)

[Signature]
Senior Vice President for Date
Administration and Treasurer

Fadi Pierre Ouch 1/15/13
Provost and Senior Vice President for Date
Academic Affairs

[Signature] 1/23/13
Senior Vice President for Date
Research and Development

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Vice President for Date
Academic and Student Services