

## ELKHORN RURAL PUBLIC POWER DISTRICT

### POLICY #1160

### SMOKING POLICY

#### I. OBJECTIVE

- A. To comply with the Nebraska State Statute, Section 71-5716 to 71-5734, also known as the 'Nebraska Clean Indoor Air Act of 2008', effective June 1, 2009.
- B. To promote and maintain a productive and favorable working environment in PPD buildings and vehicles at all times for both smoking and nonsmoking employees; and
- C. To clearly indicate the limitations on smoking in ERPPD facilities and the penalties that may be imposed by the State of Nebraska and the District.

#### II. POLICY CONTENT

- A. The efficient and effective performance of services for customers and the maintenance of a favorable working environment require the District to prohibit smoking in certain areas of the District's facilities.
- B. This policy should be implemented in a spirit of cooperation, courtesy, and mutual respect. The harassment of either employee smokers or nonsmokers will not be tolerated.

#### III. PROVISIONS

- A. Smoking is strictly prohibited within District-owned facilities, including: offices, hallways, waiting rooms, restrooms, meeting rooms, warehouses, garages, and any District-owned structure.
- B. Smoking is strictly prohibited within District-owned vehicles, including: vans, cars, tractors, skid loaders, trenchers, service vehicles, trucks, and all District-owned vehicles of any type. This policy applies to all employees, customers, contractors, and visitors.

- C. The violator or violators of this policy may be subject to criminal charges and fines as imposed by the State of Nebraska and/or disciplinary actions by the District.
- D. This policy shall become effective June 1, 2009, in accordance with the Nebraska Clean Indoor Act of 2008.

#### IV. RESPONSIBILITY

All employees, management staff, the General Manager, and the Board of Directors shall be responsible for the administration of this policy.

Adopted: August 14, 1990  
Reviewed: September 11, 2000  
Revised: June 9, 2009