

SMOKE-FREE WORKPLACE POLICY

Policy Statement

A Clean Air/Smoking Restriction Policy has been adopted to protect the health of team members, avoid conflicts between smoking and nonsmoking team members, and to maintain compliance with The City of Columbus Smokefree Indoor Act of 2004.

Guidelines

Smoking is prohibited throughout the building, including all indoor work areas and enclosed areas with three or more sides and a roof.

The use of electronic cigarettes and all other electronic smoking devices is prohibited in all places where smoking is not allowed.

Smoking is permitted outdoors and in outdoor patio areas (areas with two or fewer sides and a roof) provided smoke does not enter an indoor area.

No smoking signs have been posted at all entrances and team members, guests, vendors, and all others visiting our building are prohibited from smoking inside the building in accordance with the provisions of The Columbus Smokefree Indoor Act of 2004.

COSI affirms that no negative action will occur, i.e., discharge, refusal to hire, or in any other manner retaliate against any person for exercising "smoke-free rights" afforded by The Columbus Smokefree Indoor Act of 2004. Should an individual believe he/she has been subjected to an adverse action in retaliation for exercising his/her rights under The Columbus Smokefree Indoor Act of 2004, he/she should contact COSI Human Resources and/or his/her Director or Vice President immediately so that the situation may be investigated and appropriate action taken.

Team members and applicants may request a copy of this policy, and this policy will be shared with new team members upon hire.

Violations of this policy may result in disciplinary action up to and including termination of employment.

NO SMOKING

To report violations call
866-559-OHIO (6446)
in accordance with Chapter 3794
of the Ohio Revised Code.