



### 1. Statement of Policy

The Government of the Northwest Territories recognizes the health hazards associated with tobacco smoke in the workplace, both to smokers and non-smokers alike. Accordingly, the Government of the Northwest Territories will provide a healthier work environment for its employees and the public it serves by not permitting the smoking of tobacco, in any form, by its employees or the general public in workplaces.

### 2. Principles

This Policy applies to all government employees and the general public while in a workplace leased, rented, chartered, owned or operated by the Government of the Northwest Territories, its corporations or agencies.

#### Exclusions

This Policy does not apply to buildings, facilities and extensions and renovations under construction provided that tobacco smoke from these areas is prevented from entering any workplace.

### 3. Definitions

The following terms apply to this Policy:

Corporations and Agencies of the Government of the Northwest Territories - includes, but is not restricted to, the: Workers' Compensation Board; NWT Housing Corporation; Boards of Health; Hospital Boards; public colleges and any other corporations or agencies as designated by the Executive Council.

Deputy Head - the deputy minister of a department, the chief executive officer of a public committee, board or council or such person as may be appointed as deputy head.

Workplaces - those buildings and facilities leased, rented, owned or operated by the Government of the Northwest Territories, its corporations or agencies.



## 4. Authority and Accountability

### (1) General

This Policy is issued under the authority of the Executive Council. The authority to make exceptions and approve revisions to this Policy rests with the Executive Council. Authority and accountability is further defined as follows:

#### (a) Minister

The Minister of Health and Social Services (the Minister) is accountable to the Executive Council for the implementation of this Policy.

#### (b) Deputy Minister

The Deputy Minister of Health and Social Services (the Deputy Minister) is accountable to the Minister and responsible to the Minister for the administration of this Policy.

### (2) Specific

#### (a) Ministers

Ministers may grant partial exceptions from this Policy for residents of therapeutic institutions, correctional centres and other residences.

#### (b) Deputy Heads

Deputy Heads will ensure that all employees and the general public are made aware of this Policy.

#### (c) Deputy Minister

The Deputy Minister (or designate) will make available information on smoking prevention and advice on cessation programs for employees.



## 5. Provisions

(1) Breach of Policy

Employees in breach of this Policy may be subject to disciplinary procedures in accordance with the Government of the Northwest Territories Human Resource Manual.

(2) Contracts

Departments, corporations and agencies will apply the intent of this Policy as a condition of all contracts where practical.

(3) Exemptions

Ministers responsible for departments, corporations and agencies which oversee therapeutic institutions, correctional centres and other residences may, under certain circumstances, grant partial exemption from this Policy for residents of these facilities. For the purpose of this directive, therapeutic institutions include senior citizens' homes, hospitals, nursing homes, and personal care homes.

## 6. Prerogative of the Executive Council

Nothing in this Policy shall in any way be construed to limit the prerogative of the Executive Council to make decisions or take action with respect to prohibiting the smoking of tobacco products outside the provisions of this Policy.

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Premier and Chairman of the  
Executive Council