



SMOKE FREE POLICY

PURPOSE

That Male Room supports the health and wellbeing of their employees, their families/whanau and their clients through strategies that normalise and support all to be Smoke Free.

PRINCIPLES

Male Room recognises that:

- It has a legal responsibility to protect the health and safety of employees, visitors and clients from the effects of identified hazards which includes second hand smoke.
- It is proven to be cost-effective for a company to implement Smoke Free initiatives, in comparison to the total cost of loss of productivity and healthcare from smoking in the workplace.
- Nicotine in tobacco is highly addictive.
- Tobacco is the single biggest preventable burden on our community's health profile.

SCOPE

This policy applies to all staff; to all clients/consumers; visitors; volunteers; contractors and others working on or accessing the Male Room site.

CORE ELEMENTS

Male Room will ensure that:

1. In general

- All buildings and vehicles (including privately owned vehicles whilst on grounds) will be Smoke Free
- Given the acceptance of smoking amongst many of those supported by Male Room, smoking will be permissible in outdoor areas (eg. The Whare Haumarū deck) with appropriate distancing from windows/doors. Smokefree principles will be at the fore of advertising and intervention.

2. Staff are encouraged and supported to be Smoke Free, that is Male Room will ensure:

- Staff are screened for tobacco use and where appropriate are offered smoking cessation support.

- Access to smoking cessation services will be readily available (e.g. Quitline).
- Reimbursement of the cost of nicotine replacement therapy, and/or other subsidised cessation products, will be available.

3. All employees when representing Male Room will role model Smoke Free behaviour, that is:

- All employees within working hours will be Smoke Free

4. Male Room will promote the Smoke Free policy, that is:

- All employees will be aware of the Smoke Free policy and support to become Smoke Free
- All stakeholders will be aware of the Smoke Free policy and compliance requirements
- Signage will clearly indicate Smoke Free status
- Smoke Free activities/results will be visible and recognised
- Funding from tobacco companies will not occur

Date Adopted 12/12/19

Last reviewed

21/6/25

Next review: On cycle

Approved by for Trustees