



Employment Policies for the State of North Dakota

SMOKING AND TOBACCO USE

Effective Date: 10/1/2018

The State of North Dakota, as the employer, prohibits smoking and the use of tobacco by its employees within state agency workplaces and in any other work-related settings, including inside any State Fleet vehicle. When on state owned or leased property, employees may use tobacco in designated areas only.

Smoking means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, or pipe, or any other lighted or heated tobacco or plant product intended for inhalation, in any manner or in any form. Smoking also includes the use of an e-cigarette which creates a vapor, in any manner or any form, or the use of any oral smoking device.

Tobacco: Any product made or derived from tobacco that is intended for human consumption, including any component, part, or accessory of a tobacco product. This includes, among other products, cigarettes, cigarette tobacco, roll-your-own tobacco, electronic cigarettes, vaporizers, and smokeless tobacco.

Reference: NDCC 23-12-09