

**Fond du Lac Band of Lake Superior Chippewa  
Smoke Free Government Facilities  
POLICY GUIDELINES  
January, 2015**

This document establishes policies that govern smoke free government facilities that are owned and operated by the Fond du Lac Band of Lake Superior Chippewa as approved by the Fond du Lac Reservation Business Committee on January 21, 2015. Effective February 15, 2015, no use of tobacco products will be allowed in any Fond du Lac Band Government buildings or vehicles at any time, with limited exceptions noted below.

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**I. CONTEXT**

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The Fond du Lac Reservation Business Committee (RBC) recognizes both the health and financial impact of smoking on community members and employees and has taken proactive steps to eliminate smoking in government buildings and vehicles operated by the Band. At Fond du Lac it is documented that the prevalence of smoking is 54% as compared to only 14% among all Minnesota residents. Approximately 94% of the community agrees that secondhand smoke is somewhat or very harmful. The scientific evidence indicates that there is no risk free level of exposure to secondhand smoke and eliminating smoking in indoor spaces fully protects non-smokers from exposure to secondhand smoke. Separating smokers from nonsmokers, cleaning the air, and ventilating buildings cannot eliminate exposures of nonsmokers to secondhand smoke. The proactive steps can reduce premature death in children and adults who do not smoke; sudden infant death syndrome (SIDS), acute respiratory infections, ear problems, and more severe asthma. In addition, smoking by parents and/or guardians causes respiratory symptoms and slows lung growth in children, while exposure of adults to secondhand smoke has immediate adverse effects on the cardiovascular system and causes coronary heart disease and lung cancer. Smoking related illness remains the single most expensive contributing factor to the Fond du Lac Insurance Company Self Insured Employee Health Plan.

See attached supporting documentation in appendix A.

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**II. COVERED INDIVIDUALS**

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- A. Elected Officials
- B. Employees
- C. Contractors
- D. Community members
- E. Visitors

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**III. PRODUCTS INCLUDED**

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- A. Cigarettes
- B. Cigars
- C. Non-ceremonial pipes
- D. Hookahs
- E. Smokeless / E Cigarettes
- F. Chewing Tobacco

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#### **IV. PROPERTY INCLUDED**

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- A. All Government Buildings
- B. Tribal Center
- C. Cloquet Community Center
- D. Sawyer Community Center
- E. Brookston Community Center
- F. All other facilities owned, operated and/or managed by the Fond du Lac Band
- G. Common /public areas located within any Band owned facility.
- H. All vehicles owned and operated by the Fond du Lac Band, whether or not they are being used for Band business and/or to transport community members or employees.
- I. Personal vehicles when being used to transport community members or employees.

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#### **V. SMOKE FREE ZONES**

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Public entrances to all Government buildings:

- A. All public entrances will have a minimum 25 ft. smoke free zone.
- B. Building managers have the authority to restrict smoking in any area necessary to protect the health of community members and/or maintain a smoke free facility.
- C. Any smoking near non-public entrances must be done in a way that keeps the smoke from entering the building.
- D. All materials used for smoking outside of Government buildings, including cigarette butts and matches, will be extinguished and disposed of in appropriate containers.

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#### **VI. ENFORCEMENT**

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- A. Employees
  - a. No additional breaks beyond those allowed under the department's break policy may be taken for the purpose of using tobacco products. Employees may smoke outside during breaks.
  - b. Failure to comply will result in progressive disciplinary action in accordance with the FDL Employee handbook.
- B. Community Members, elected officials, contractors, and visitors
  - a. Failure to comply with this policy will result in restricted access to facilities

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**VII. EXCEPTIONS**

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- A. Smoking will be allowed for ceremonial purposes in all facilities.
- B. Individual home owners and/or renters that have a formal contract or lease with the Band.
- C. Black Bear Casino Resort
- D. Fond du Luth Casino

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**VIII. COMPLAINT PROCEDURE**

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- A. Persons observing a violation of this policy should bring it to the attention of either their supervisor or the site manager. All complaints received will be investigated as confidentially as possible. All employees are expected to cooperate fully with any such investigation.
- B. Retaliation against individuals for reporting violations of this policy or for exercising their rights under this policy will not be tolerated.

Approved by motion of the Fond du Lac Reservation Business Committee on February 4, 2015.