



## East County Fire and Rescue Standard Operating Guidelines

Title Tobacco Usage	SOG # 1.2.11
Policy Adoption <i>John Seed</i>	Date <del>03/26/2025</del> 4/1/2025
Standard Operating Guideline Adoption <i>[Signature]</i>	Date 4/3/25

### Purpose

The purpose of this document is to establish direction to volunteers and career employees on the use of tobacco and/or tobacco like substances.

### Scope

East County Fire and Rescue maintains that establishing a tobacco-free environment sets a clear example of good health practices; puts employees and visitors first by providing a healthy, tobacco-free atmosphere; results in lower clean-up costs, and lowers long-term health care costs.

### Policy

The use or possession of tobacco, or tobacco-like substances, is prohibited on Fire District property, on emergency scenes, in district vehicles, at official Fire District Functions, or while in uniform representing East County Fire and Rescue. The use of other tobacco products, such as smokeless or chewing tobacco, is also prohibited on District property. This does not include FDA approved nicotine replacement therapy products, used short term, for the purpose of cessation.

### Procedure

All newly hired volunteers and career employees will be required to enter into a Tobacco Abstinence Agreement as a condition of employment.

### Employee Acknowledgment

As a condition of volunteering or employment, and by signing below, I hereby attest that I have read and understand Tobacco Usage SOG 1.2.11. I further agree that I will maintain abstinence from any tobacco usage on duty while an employee of East County Fire and Rescue. I fully understand that should I violate this policy, my affiliation and/or employment with East County Fire and Rescue may be immediately terminated.

If I violate this policy I may be required to pay the District back for any reimbursement I received under the Health Insurance Reimbursement program.

Employee Name (Print) \_\_\_\_\_

Employee Signature \_\_\_\_\_ Date \_\_\_\_\_

Fire Chief \_\_\_\_\_ Date \_\_\_\_\_

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