**UNIVERSITY OF MAINE SYSTEM**

**OFFICE OF HUMAN RESOURCES**

**POLICY ON**

**SMOKING IN THE WORKPLACE**

Maine law requires the University of Maine System to establish or negotiate through the collective bargaining process a written policy concerning smoking and nonsmoking by employees in all university facilities. The policy prohibits smoking except in designated smoking areas determined by each university, and requires the policy be posted and available to employees upon request. An employee can also receive assistance in the cessation of smoking through various programs, and certain charges are covered through the University’s Group Health Plan. Consult the Human Resources Office if you have any questions concerning this policy.