No Smoking Policy

he Surgeon General of the United States has determined that smoking is the largest preventable cause of illness and premature death in the country. Smoking is associated with the unnecessary death of more than 350,000 Americans a year. Moreover, research findings now indicate that exposure to Environmental Tobacco Smoke (ETS), also known as second-hand smoke, is linked to a variety of negative health consequences and is responsible for approximately 3,000 lung cancer deaths annually among non-smokers in the U.S.

Smoking is prohibited inside all facilities or vehicles owned, leased, or operated by Hunter College. There is no sale of cigarettes, cigars, or pipe tobacco at any facility, location, or vending machine owned, leased, or operated by Hunter College or its contractors.

Disputes arising under this policy involving employees covered by collective bargaining agreements shall be resolved under the complaints and grievance procedures of their respective collective bargaining agreements. Complaints and disputes involving excluded employees shall be resolved under The City University of New York Smoking Dispute and Complaint Resolution Procedure.

Employees of Hunter College or applicants for employment at Hunter College who exercise or attempt to exercise any rights granted under this policy shall not be subject to retaliatory adverse personnel action. The Human Resources Department, in consultation with the Environmental Safety Committee, shall establish procedures to review complaints of, and, in appropriate cases, provide for, the adequate redress of an adverse personnel action taken against an employee or applicant.