



7. **Cannabis Accessory** can include but is not limited to rolling papers or wraps, holders, pipes, water pipes, bonges and vaporizers that is used in the consumption of cannabis or a thing that is used in the production of cannabis and for the purposes of this directive, carries a distinct cannabis odour.
8. **Cannabis Consumption** for the purposes of this directive means any form of cannabis that is ingested, consumed, smoked or otherwise taken in or on a person's body, but does not include medical cannabis consumed in accordance with the directions of a valid prescription or medical authorization.
9. **Electronic Cigarettes** are electronic smoking devices also known as electronic nicotine delivery systems (ENDS), water pipes, vaping devices, e-cigarettes, e-cigars, e-hookahs, hookah pens, e-shisha, e-pipes etc, that are designed to allow users to inhale nicotine, cannabis and/or other chemicals. It covers both nicotine and nicotine-free products.
10. **GN Workplace** is all GN offices, buildings and surrounding premises where an employee is or will be engaged in work on behalf of the GN. This includes, but is not limited to, common work areas, auditoriums, classrooms, conference and meeting rooms, private offices, elevators, hallways, medical facilities, cafeterias, employee lounges, stairwells, restrooms, GN-owned or leased vehicles, storage spaces and warehouses and all other enclosed GN facilities.
11. **Smoking**, for the purposes of this directive means to inhale smoke or exhale smoke or vapour from a cigarette, cigar, pipe, water pipe, electronic cigarette, or any other device that allows one to inhale or exhale tobacco, cannabis or any other substance that is intended to be inhaled or exhaled.
12. **Tobacco** includes cigarettes, cigars, pipes and any other smoking product; dip, chew, snuff, snooze/snus and any other smokeless tobacco product and electronic cigarettes.
13. **Tobacco Consumption** means to smoke, chew, inhale or otherwise use tobacco or electronic cigarettes for any purpose.

PROVISIONS

14. Smoking tobacco is permitted in GN designated tobacco smoking areas, and must be at least nine meters away from any entrance/exit from a workplace; or 15 meters away from a school.
15. Cannabis consumption of any kind is not permitted in a GN workplace (including designated tobacco smoking areas).
16. Employees with a valid medical cannabis prescription or medical authorization must inform their managers about their prescription or authorization, and how their consumption is prescribed, before consuming medical cannabis in the workplace.
17. Consumption of medical cannabis by smoking or vaporizing is only permitted in GN designated tobacco smoking areas.



18. Charging of electronic cigarettes in GN workplaces is not permitted.
19. Cannabis accessories are not permitted in a GN workplace if a distinct cannabis odour is present.
20. An employee may be disciplined if found consuming tobacco or cannabis in a GN workplace. Disciplinary action may include a verbal reprimand, written reprimand, suspension, or dismissal if the employee refuses to comply. Refer to Human Resources Manual 801: Employee Discipline, for details regarding the disciplinary process.
21. If an employee is found consuming tobacco and/or cannabis in a GN workplace, the employee and/or the employer would be subject to charges and fines by the Workers' Safety and Compensation Commission (WSCC).
22. All employees, including new employees operating within GN workplaces, as well as the general public must be informed that tobacco and cannabis consumption in any form is not permitted in a GN workplace.
23. Information on tobacco use prevention and advice on cessation programs for employees is also available from the Department of Health.
24. Information and advice on cannabis harm reduction for employees is also available from the Department of Health.
25. Departments and public bodies will ensure that appropriate signage, which can be obtained from WSCC, are placed in the workplace to inform employees and the general public of this directive.
26. Nicotine Replacement Therapy (NRT) smoking cessation aids are permitted in all GN workplaces. These products are available in skin patches, gum, oral sprays, inhalers and lozenges.
27. The Minister responsible for a department or public body which oversees Therapeutic Institutions and Correctional Centers may grant partial exemption to allow the residents of these facilities to consume tobacco and/or cannabis on GN premises which are not enclosed spaces or restricted under the *Cannabis Act* or *Tobacco and Smoke Free Places Act*.
28. If an employee observes an individual consuming tobacco and/or cannabis in a GN workplace, the employee shall notify their supervisor of the incident, who will take steps to ensure the consumption in the prohibited location does not continue. Please refer to HRM 1006: Alcohol, Cannabis and Other Drugs – Drug Use in the Workplace Guidelines (Appendix A) and fill out a Drug Use Incident Report (Appendix B).

AUTHORITIES AND REFERENCES

29. *Tobacco Control and Smoke Free Places Act*
30. *Cannabis Act*



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Bâtir le Nunavut ensemble

Human Resources Manual
Section 1005: Smoke-Free Workplace

- 31. *Safety Act*
- 32. Human Resources Manual 801: Employee Discipline
- 33. Human Resources Manual 1006: Alcohol, Cannabis and Other Drugs, Appendix A: Drug Use in the Workplace Guidelines and Appendix B: Drug Use Incident Report
- 34. Facility-specific Smoke-Free Grounds policies – Applicable for various smoke-free GN premises.
- 35. Environmental Tobacco Smoke Work Site Regulations of the *Safety Act*
- 36. Occupational Health and Safety Regulations of the *Safety Act*
- 37. Mine Health and Safety Regulations of the *Mine Health and Safety Act*.
- 38. Municipal By-Laws – Found in various communities to regulate tobacco consumption in public places

CONTACTS

- 39. For clarification or further information, please contact:
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