

9.10 Smoking/Use of Tobacco Products Policy

GPTCHB offers a tobacco-free environment to all employees and visitors. No smoking or other use of tobacco products shall be permitted within 100 feet of any GPTCHB facility, whether owned or leased. This policy applies to all employees, clients, contractors and visitors. Tobacco users are responsible for keeping the area clean and free of smoking debris.

Traditional tobacco use means the ceremonial use of plants considered to be sacred by the tribes within the Great Plains area. These plants primarily refer to, but are not limited to, cañsaša (red willow bark) and bear berry when used ceremonially for prayer, offerings, gift-giving and in connection with various traditional ceremonies including Inikağapi (sweat lodge), Wiwanjank Wacipi (Sun Dance), and Cañnuṅpa Opagi (pipe filling). The use of other sacred plants that are burned and not smoked will not be prohibited by the tobacco-free policy. These include, but are not limited to sage, sweet grass and cedar. Traditional tobacco use for the purposes of this policy does not include the smoking or personal consumption of commercial tobacco products. Violation of this policy shall result in disciplinary action up to and including termination.