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**TALKING POINTS FOR DIVISION DIRECTORS & MANAGERS**

The following information is provided to help Division Directors and Managers discussing the tobacco-free policy with employees, clients and visitors.

* There is no safe level of exposure to secondhand smoke. Cigarettes are responsible for over 350 deaths each year in Douglas County and cost taxpayers over $100 million in healthcare costs and costs due to lost productivity.
* We have a longstanding commitment to the health and safety of our employees and to the individuals and families we serve. For the health of our employees, clients and visitors, Health Department properties are tobacco-free effective September 1, 2013.
* A tobacco-free policy is consistent the Health Department’s role and mission is to assist people to be healthy, independent and safe. Because of our mission, we have a responsibility to take a leadership role on this major health issue by creating a safe, healthy and tobacco-free environment for our employees, clients and visitors.
* We are committed to the health and safety of our employees, clients and visitors. A tobacco-free policy will help ensure that our campus is safe and accessible for all—especially infants and children, pregnant women and for people with serious health conditions, such as asthmas, cancer, and heart disease.
* A tobacco-free campus will provide a supportive environment for those who are trying to quit smoking, and will communicate our commitment to reducing and preventing tobacco use in the first place.
* The issue is not about whether a person smokes, it’s about where a person smokes. This policy does not require that individuals quit smoking or using tobacco products, but rather that smoking and other tobacco use is not permitted anywhere on Health Department properties.
* A tobacco-free policy is one part of a comprehensive approach to employee health and wellness. To help make the transition to a tobacco-free property, we will communicate clearly and often and encourage all employees to take part in helping to enforce the policy.

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