

From March 1st 2013, all employées in the City of Aarhus – approximately 25.000 persons – have to observe this Smoking Policy:

Smoking Policy for employées in the City of Aarhus

Valid from March 1st 2013

1. You are not allowed to smoke during your working hours.
2. You are not allowed to smoke in institutions, buildings or equipment owned by the City of Aarhus, nor at outdoor areas belonging to the buildings.
3. You are not allowed to smoke in vehicles belonging to the City of Aarhus.
4. You are not allowed to smoke if you are wearing a uniform from the City of Aarhus. If you have self-financed breaks and want to smoke, you must be aware that you represent the City of Aarhus. If possible, you should change clothes or cover the uniform while smoking.
5. E-cigarettes are included by the same regulation as ordinary cigarettes.
6. You are allowed to smoke during self-financed breaks. However, the regulations in paragraphs 2, 3 and 4 put limits to where you can smoke, also in self-financed breaks.

Sanctions

A violation of the smoking ban will be sanctioned according to standard judicial employment regulations. The evaluation of breaking the smoking ban must always be definite and individual.

If you break the smoking ban, normally a first-time violation will imply a reprimand or a warning. By repetition, violation can imply warning, dismissal or in severe cases eviction.

If you wish to stop smoking, the City of Aarhus offers you free help to do so.