



Managing the Change

Introducing a smoke-free policy for all ECU campuses has been clearly articulated to the University community through a range of media to ensure that staff, students and visitors entering our University are aware of the new restriction on smoking.

The University has developed a smoke-free University policy and amended its By-Laws to prohibit smoking on ECU grounds from 1 January 2012.

We are also working to ensure that those who may feel disadvantaged by this initiative have been catered for, with ECU offering a range of cessation programs to assist them to adjust to the new situation, and hopefully quit smoking.

There has been some feedback from staff and students wanting to know how the new policy will be managed and who will be managing the process. It is extremely important that in the next 12 months these issues are managed with sensitivity and consistency across all campuses.

The key elements when addressing the issue are:

- *It is everyone's right and responsibility to maintain a healthy workplace;*
- *It is everyone's right to be treated with courtesy and respect; and*
- *The smoke free policy applies to staff, students and visitors.*

For staff wanting further information regarding managing staff and students please log into the Staff Portal – Projects and initiatives for assistance.