



Pennsylvania
**Department of
Environmental Protection**

Subject:	Tobacco-Free Policy		
Issued By:	Office of Administration	Effective Date: 8/1/2026	Document Number: DEP-1000-2608
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Purpose: The commonwealth promotes a safe and healthful environment for employees and the public in commonwealth buildings and facilities by reducing health risks associated with exposure to tobacco smoke and smokeless tobacco while working to minimize the inconvenience to individuals who use tobacco. Additionally, the Department of Environmental Protection (DEP) is a professional organization, and its employees should be perceived that way. The image of DEP is the sum of the images of the employees of DEP, and use of tobacco products during work time detracts from employees' professional appearance and presence. It is the policy of the commonwealth to comply with the provisions of Act 27 of 2008, known as the "[Clean Indoor Air Act](#)," and to respect the interests of both the tobacco-users and non-users. However, when these interests are in conflict, steps must be taken to protect the interests of the non-user.

Scope:

- This policy applies to all employees, contractors, visitors, and vendors.
- Enforced across all indoor and outdoor areas of the workplace, including parking lots/garages, vehicles, entrances, and field sites.

Policy: To promote a safe, healthy, and productive work environment, the use of all tobacco products—including smoking, smokeless tobacco, and vaping—is strictly prohibited at all DEP worksites, including but not limited to public facing areas.

This ban applies to:

- Cigarettes, cigars, and pipes
- Electronic cigarettes (e-cigarettes) and vaping devices
- Chewing tobacco, snuff, and other smokeless tobacco products (spitting) and the byproducts of the use of these products

This policy supports a clean and healthy environment for those who work at and visit any DEP buildings/facilities.

Discipline: Employees who violate this policy by engaging in prohibited conduct are subject to discipline up to and including termination.

Definitions:

- **Smoking:** The carrying by a person of a lighted cigar, cigarette, pipe or other lighted smoking device.
- **Smokeless:** The sniffing, chewing, or placement of moist or dry tobacco inside of a person's mouth or nostrils.
- **Workplace:**
 - Any commonwealth owned or leased property, location where commonwealth business is conducted or site where an employee is considered "on duty."
 - Commonwealth vehicles or private vehicles utilized for commonwealth business.

Note: Tobacco use is an addiction and not being allowed to use tobacco at the workplace may escalate stress levels, affect someone's personal and home life, and cause other mental health issues. The State Employees Assistance Program (SEAP) is a confidential resource with a range of services. You can reach

[SEAP](#) by calling 1.800.692.7459. This number is in service 24 hours a day. SEAP will not disclose information to the workplace without your consent.

References:

- [Clean Indoor Air Act](#), Act of June 13, 2008, P.L. 182, No. 27
- [Management Directive 505.7, Amended, Personnel Rules](#), dated November 9, 2010
- [Management Directive 505.22 Amended, State Employee Assistance Program](#), dated March 13, 2017

DISCLAIMER: The policy outlined in this document is intended to supplement existing requirements. Nothing in this policy shall affect regulatory or contractual requirements.

This policy is not an adjudication or a regulation. There is no intent on the part of the Department to give this policy that weight or deference. This document establishes the framework within which DEP will exercise its administrative discretion in the future. DEP reserves the discretion to deviate from this policy statement if circumstances warrant.

Responsibility for this policy lies with the Office of Administration.

Questions and comments can be emailed to ra-ce-ephr@pa.gov.