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1.2 1. However, since this legislation was introduced, Electronic Nicotine Delivery Systems (ENDS) more commonly referred to as electronic cigarettes or e-cigarettes/vapes have appeared on the market. These are rapidly gaining popularity amongst smokers who view them either as a healthier' alternative to conventional cigarettes/other forms of tobacco or as an aid to help them stop smoking.

1.3 Although the University of Sussex is supportive of employees who wish to reduce or stop smoking, the manufacture of electronic cigarettes/ vapes is currently un-regulated and there is evidence that the nicotine they contain can also include small quantities of toxic substances, some of which are carcinogenic. Trace amounts of other hazardous compounds and toxic metals have also been found in the vapour produced by these devices.

1.4 In view of this, and the fact that more research is needed before the long-term health effects of using electronic cigarettes/ vapes is known, the University of Sussex considers that it is prudent as part of its general duty to protect the health and well-being of its employees, to extend the scope of this policy to include the use of Electronic Nicotine Delivery Systems (ENDS) such as electronic cigarettes and vapes.

1.5 Aims of the Policy

1.5.1 The aims of the Policy are to:

- protect the health of staff in accordance with Section 2(2) of the Health and Safety at Work Act 1974 and the Health Act 2006 which places a duty on employers to provide and maintain a safe working environment;
- inform staff and managers of their resmMid.1 (s)-1.4 ( )14.5 (s)3 ( )10d.1 (s)-ib(1)0.iE res 0(mMid.1 9t)-2.i39r

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4.2.1 Smoking/vaping is not permitted in vehicles belonging to or leased by the University if they are used for a work purpose (including voluntary work and transportation).

4.2.2 Such vehicles need to display a no-smoking sign in each compartment of the vehicle in which people can be carried. This must show the international no-smoking symbol no smaller than 70alle i3 ( )]TJd ( )]Tia6 ( )-1.3 (alle (d)13t (c9le (d)13r.0 Tc 0 Tw 7.946 75d( )TjEMC /P <MCID 1 >BDC -0.006 75d0

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Appendix A Requirements under the Health Act 2006

1.

Appendix B : Designated Smoking/Vaping Areas and Fire Safety

1 Risk Assessment

1.1