FV-14 | Smoke Free Policy

APPROVED BY THE COMMITTEE
Reviewed November 2026

Scope

Everyone at Fishcare workplaces, vehicles and activities, including visitors.

Purpose and commitment

Provide a safe environment free from exposure to tobacco smoke and e-cigarette aerosol. Fishcare activities are smoke-free and vape-free, including setup, pack-down, indoor and outdoor participant areas, shared vehicles and workspaces. This organisational rule applies whether or not a particular place is legally smoke-free.

Requirements

Do not smoke or vape while delivering an activity, supervising participants, handling equipment or travelling in a Fishcare vehicle. Do not offer or promote tobacco or vaping products to participants. Comply with the Tobacco Act 1987 (Vic), current smoke-free area restrictions, site rules and fire restrictions; never assume moving just outside a doorway is lawful or safe.

People who smoke or vape may take an agreed break only when supervision is safely covered and away from participants, entrances, air intakes, prohibited areas and fire hazards. Do not take a child off site or leave a group unsupervised. Conceal Fishcare branding when undertaking a private smoking break where practicable and dispose of litter safely; never discard butts into waterways.

Implementation and support

Facilitators explain the rule to teams and partner organisations, identify any lawful off-site break arrangements and request respectful compliance from visitors. Offer cessation information on request without stigma or intrusive questions. Smoking status must not be used to unfairly exclude someone from volunteering; conduct and safety requirements apply consistently.

If a person refuses to comply, move participants away and seek the activity leader's assistance. Stop the affected activity if necessary rather than enter a confrontation. Record repeated concerns and use fair processes for workforce breaches. Review after a complaint, incident or change in site or legal requirements.

References and review

Reviewed November 2026.

Occupational Health and Safety Act 2004 (Vic): incident notification
https://www.worksafe.vic.gov.au/notifiable-incidents-under-occupational-health-and-safety-act-2004

Tobacco Act 1987 (Vic): smoke-free and vape-free areas
https://www.health.vic.gov.au/tobacco-reform/smoke-free-and-vape-free-areas