



## **E-Alert: Rhode Island Prohibits E-Cigarettes in the Workplace**

### **Background**

The Rhode Island Public Health and Workplace Safety Act, passed in 2005, banned smoking in all enclosed public spaces, including private businesses. An update to the law defines smoking as inhaling, exhaling, burning, or carrying of heated tobacco or plant products, which now includes the use of electronic cigarettes, electronic pipes, electronic cigars, and other related devices designed for electronic, vapor, or aerosol delivery of nicotine – employers need to update their no smoking policies to include electronic devices.

### **Employer next steps**

Employers should update their Smoke-Free Workplace policies to include the use of all electronic means of smoking, including electronic cigarettes, vaporizers, and other similar products. If you are an HR Knowledge client and would like us to update your Smoke-Free Workplace policy, please [email us](#).

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