

## List of Colorado Ski Area Tobacco-Related Policies (final update: 2/7/17)

Ski Area	Contact Person (also willing to be contacted by Loveland for further info)	Employee Tobacco Use Policy Detail (What's covered? What is their approach to managing compliance?)	Guest Tobacco Use Policy Detail (What's included, how do they inform and support compliance?)	General notes about the policy change process, if you reach someone who is open/happy to share (including how they promoted and prepared for it, impacts, lessons learned)	Comments from field
<p><a href="#">Arapahoe Basin</a></p> <p>Summit County</p> <p>Acquired by Dundee Resort Dev, subsidiary of Dream Unltd Corp of Canada</p>	<p>Meg Ellison, HR Manager 1-970-513-5732, <a href="mailto:MegE@arapahoe-basin.net">MegE@arapahoe-basin.net</a> (Spoke to Meg on 1/10; will email me employee/guest policy language as well as challenges, successes, lessons learned, etc) (emailed Meg again on 1.24.17) (no phone response 2/3/17)</p>				
<p><a href="#">Aspen Snowmass</a> (includes Aspen Mtn, Snowmass, Highlands, Buttermilk)</p> <p>Located in Pitkin County</p>	<p>Steve Howard, Director of Safety + Wellness, 970-300-7233, <a href="mailto:showard@aspensnowmass.com">showard@aspensnowmass.com</a></p> <p>(spoke by phone 1/2)</p>	<p>No tobacco use anywhere on property while in uniform; no tobacco use in company vehicles; employees receive info on cessation programs available to them; Aspen's Wellness Coordinator is trained as a cessation coach and provides classes and support groups; Aspen refers interested employees to programs based out of Eagle County.</p>	<p>No smoking on lifts (due to Colorado Tramway regulations), hard to enforce; tobacco use allowed outdoors for guests as long as they are 50' from public entrances; policy communicated via signage.</p> <p>(Steve will email Aspen's policy language and the Colorado Tramway policy regarding tobacco – not yet rec'd as of 2/3/17)</p>	<p>Aspen's HR management want to see less specific detail in the policy language.</p> <p>Steve believes that the only 100% smoke-free policy is at Whistler in Canada.</p> <p>Biggest challenge -- interntl employees and guests. He recommends sending warning out prior to policy changes/expansions. He recommends providing employees with quit resources alongside the policy.</p>	
<p><a href="#">Chapman Hill Ski Area</a>,</p>	<p>970-375-7395 (spoke via phone to an employee on</p>	<p>Kelly believes employees are only allowed to use</p>	<p>The employee I spoke with believes that the property is</p>	<p>Employee recommends I call on another day to find out if</p>	

Durango	<p><b>1/2/17)</b></p> <p>Kelly Jaycox, Recreation Manager, 970-375-7305</p> <p><b>(spoke to Kelly 1/19/17)</b></p>	<p>smokeless tobacco on the property, not on the slopes. There is no smoking in city parks, therefore Chapman Hill Ski Area falls under this policy for both employees and guests. Smoking is allowed by employees and guests in private vehicles in the parking lot. Mainly people are asked to not smoke.</p>	<p>100% tobacco-free for guests, though he is not certain and there is no signage.</p> <p>(see employee column)</p>	<p>someone else would be around who knows more about the policy details.</p> <p>Social enforcement. No signage communicating the policy, but Kelly does not feel tobacco use at their small area is an issue, for the most part. She is happy to speak with Loveland if they have more questions.</p>	
<p><a href="#">Copper Mountain</a></p> <p>Frisco</p>	<p>Mike Russo, Risk Manager, 970-471-5935 <b>(spoke to on 1/5/17)</b></p>	<p>Policy for employees is listed in employee handbook; employees are not allowed to use tobacco products while in uniform; this is not consistently enforced across all departments.</p>	<p>Policy for guests includes no smoking in lift lines / on lifts and on outdoor patios; there are no defined “no smoking” distances in front of entrances; enforcement is handled via signage and gentle reminders by the ski patrol</p>	<p>Mike feels that tobacco use is not a big problem at all at Copper Mtn. He feels it is simply not part of the culture there; he feels it helps that Copper Mtn is very spread out (compared to Loveland).</p>	
<p><a href="#">Crested Butte</a></p> <p>Gunnison</p>	<p>Kathy Aylward, HR, 970-349-4777 <b>(spoke to via phone 1/5/17)</b></p> <p>Heather Leonard, Director of Lodging Operations (contact for guest policy), 970-349-4195 <b>(reached by phone 1/10/17))</b></p>	<p>Kathy feels that CB has no robust kind of policy at all; the area in general uses DSA’s for both guests/employees; this policy is enforced pretty well using signage; employees receive a written warning for breaking policy; no vaping is allowed for employees outside of DSA’s (Kathy to email me policy language; not yet rec’d 2/3/17)</p>	<p>Kathy recommends I speak to Heather Leonard re: guest policy. She believes it is simply one of DSA’s; guests asked to use DSA’s</p> <p>There is a 25’ entrance policy; no signage, and cigarette receptacles are located less than 25-ft from the entrances; doesn’t think tobacco is a huge issue at CB; they are far more concerned with MJ use; Security Team tries to enforce the entrance policy with verbal requests</p>	<p>Contacts unavailable to talk more in-depth with me; they are slammed right now with high season thru February, and even into March.</p>	
<a href="#">Echo</a>	970-531-5038, opening date:	Echo Mtn Resort is a 100%	See employee column	The policy is enforced via	

<p><a href="#">Mountain Park</a> Idaho Springs</p>	<p>1/10/17 (LM 1/2) Fred, General Manager (spoke to Fred 1/17/17)</p>	<p>Tobacco-Free ski area. Have had some requests that DSA's be created for both employees and guests. This issue is still being discussed and considered, but no actions have been taken towards this request.</p>		<p>signage and social enforcement. They have had no issues (except for getting requests to create DSA's). Fred admits that it helps that they are a very small ski area.</p> <p>Employees are provided with free community resources to quit tobacco.</p>	
<p><a href="#">Eldora</a> Nederland Boulder County</p>	<p>Les Marsh, HR Director/Safety Manager, 303-440-8700 x265 (LM 1/2); (LM 1//19 and called again on 1/20 – no response) (1/24 no response)</p> <p>Kristen Webb HR Coordinator 303-440-8700 Ext. 235 <a href="mailto:kwebb@eldora.com">kwebb@eldora.com</a></p> <p>(I spoke with Kristen 1/31/17; Kristen feels Les Marsh (see above) would have the best info around Eldora's policies, but since he is so unreachable, she will at least email policy details;</p>	<p>Eldora prohibits the use of tob. products while on the clock and in public view, near buildings/facilities and in vehicles.</p> <p>In conformance with CCIAA, smoking is not permitted in any workplace or public facility on Eldora Mountain Resort premises by either guests or staff. Under Colorado law, smoking must be more than 15 feet from the entry way of our buildings. In addition, smoking is not permitted in company vehicles or in lift lines.</p> <p>Employees are allowed to smoke in specifically designated areas while on a break. supervisor must approve breaks in advance and you are not permitted to use tobacco products while on the clock and in public view.</p>	<p>See employee column</p>	<p>Kristen was not aware of details around enforcement/compliance. Again, this would be info Les Marsh would be better equipped to share, if he could be reached.</p> <p>(I have spoken to a number of Eldora guests; they do report a fair amount of visible smoking (tobacco and MJ) on lifts, in parking lots and on lodge decks)</p>	

<p><a href="#">Howelsen Hill</a></p> <p>Steamboat Springs, Routt County</p>	<p>(owned/operated by City of Steamboat)</p> <p>Brad Setter, Howelsen Complex Supervisor, <a href="mailto:bsetter@steamboatsprings.net">bsetter@steamboatsprings.net</a> (emailed 1/2)</p> <p>City of Steamboat Parks and Community Services, 970 879-2060, M-F, ask for Brad Setter; (LM 1/10; received returned call 1/11/17)</p>	<p>For employees there is a small, hidden-from-view DSA, though currently there no employees who use tobacco.</p>	<p>Because Howelsen Hill is owned by the city of Steamboat, and because it is considered a “park”, the ski area falls within the city’s ordinance that makes parks tobacco-free (except for small hidden DSA available for employees only).</p>	<p>Howelsen Hill is a training center in large part exclusively for athletes, and athletes are not allowed to use tobacco, so there are no problems with enforcement/compliance.</p>	
<p><a href="#">Kendall Mountain Recreation Area</a></p> <p>Silverton, San Juan County</p>	<p>Larry (with San Juan Backcountry) 970-387-5565 or 903-288-6745 (LM 1/2)</p> <p>(LM 1/17/17) (no response 1/31) (no response 2/3)</p>	<p>The town board is going to vote on a muni policy that would prohibit smoking and vaping in all town-owned parks and recreation areas.</p>			
<p><a href="#">Monarch Mountain</a></p>	<p>Scott Pressly, VP of Mtn Operations, 719-530-5000</p>	<p>No tobacco use allowed, including smokeless and e-cigs, except on breaks (in DSA’s); no tob-use in company vehicles</p>	<p>For guests, tobacco use, including e-cigs allowed only in DSA’s; not allowed within 15’ of entrances; not allowed in lift lines or on lifts; enforcement via strong signage</p>	<p>Scott would like to begin providing education for employees around quit resources; he hopes to begin holding employee wellness fairs where this could take place.</p>	
<p><a href="#">Powderhorn Resort</a></p>	<p>Cindy Sorenson, HR 970-268-5700 x2049 (LM 1/10)</p> <p>(spoke to Cindy 1/17/17)</p>	<p>As detailed in their employee handbook, tobacco use, including e-cigs, is restricted to the lower maintenance</p>	<p>Guests are not allowed to smoke on the outdoor picnic deck. There are DSA’s for guests located 30 feet from the building</p>	<p>Guest Services handles enforcement by asking guests to use the DSA’s provided and to not smoke near the</p>	

		parking lot.	entrance (however disposal containers are located right at front door entrances – when I ask about this, Cindy admits this is probably not a good location since it implies people can stand at the entrance and smoke). Cindy does not believe e-cigs/vaporizers are included in policy	entrances or on the picnic deck.  Their main concern is in not allowing MJ use on site.  When I mention how MJ can be vaped undetected, Cindy is surprised by this and realizes they may need to include e-cigs in their policy.	
<a href="#">Purgatory Resort</a> (includes Herperus Ski Area)	Erin Hyder, HR Director, 970-385-2161 <b>(LM 1/2) (tried again 1/10)</b>  <b>(LM 1/19/17)</b>  <b>(1/24 no response)(1/31/17 no response) (spoke to Erin 2/3/17)</b>	DSA's are provided for employees. Tobacco policy is detailed in employee handbook and in employee info packet that everyone receives at hiring (at the bottom of this packet, employees are encouraged to consider quitting tobacco + resources are provided; overall, there is not a lot of use among employees; policy does include e-cigs	For guests, there are no policies in place outside of the CCCIA. There is signage around entrances (15' radius)	The biggest challenge is a lack of resources for enforcement. While most employees do not use tobacco, many guests do.	
<a href="#">Silverton Mountain</a>	Emma Porrett, Office Admin., 970-387-5706  <b>(spoke to Emma 1.31.17)</b>  Jen, Co-Founder of Silverton Mtn, 970-769-7393 <b>(spoke</b>	Employees are not allowed to use tobacco while at work; Emma reports that currently none of their employees use tobacco	There are no tobacco-related bans or policies in place for guests; Emma explains that Silverton Mtn draws a very small population of advanced skiers, none of whom use tobacco; also, there are no lodges or restaurants on the property – only one office space for employees. Emma has never noticed anyone using tobacco	Bottom line – tobacco use is simply not an issue with this resort and the small, athletic-oriented population who works and skis there.  Jen visited Whistler and was very impressed by their tobacco policies. she hopes to enforce the policy via social enforcement like Whistler does; (FEB 13 2017 Silverton parks/rec	

	<b>with Jen 2.3.17)</b>		anywhere on the property.  In speaking with Jen, she shared that Silverton is considering a “Fresh Air Policy” for their mountain. They are using Whistler’s policy as a model for this. It has not yet been put in to place, but will be eventually.	smoke free) Silverton Mtn is waiting just a bit to move forward with their new policy (Jen also feels that Silverton Mtn has been in the news a lot lately and she’s waiting for a quieter time to take next steps). Jen is happy to speak with Loveland if they have further questions	
<a href="#">Ski Cooper (Leadville)</a>	Tony Torsell, Risk and HR Manager, <a href="mailto:atorsell@skicooper.com">atorsell@skicooper.com</a> <b>(emailed 1/4)</b>  1800-707-6114  <b>(LM 1/20/17) (1/24 no response) (2/3 no response)</b>				
<a href="#">Ski Granby Ranch</a> (formerly SolVista Basin and Silver Creek)	Dustin Grove, HR Manager, <a href="mailto:HR@granbyranch.com">HR@granbyranch.com</a> <b>(emailed 1/4)</b>  1-888-850-4615  <b>(spoke to Dustin by phone 1/20/17)</b>	Employees are only allowed to smoke at the DSA by the dumpsters; they must not be in uniform while smoking; e-cigs are not allowed indoors only; outdoor e-cig use has not been addressed.	Guests are also asked to smoke only at the DSA located by the dumpsters (employee DSA); vaping is not allowed indoors, but the issue has not been addressed for outdoors.	Year around employees are provided with a \$350 Wellness Benefit; this money may be applied towards tobacco cessation.  Signage asking folks to use the DSA is used for enforcement.  Tobacco use is not a significant problem at Ski Granby Ranch, according to Dustin; there have not been challenges with enforcement as far as he knows	
<a href="#">Steamboat</a>	Michelle, HR 970-871-5135 <b>(call back 1/11/17)</b>	Policies apply to both employees and guests. There is no smoking/vaping allowed at the base of the ski	Same as for employees.	Quit resources are not made available to employees; in general, Michelle feels that tobacco use at Steamboat is	

	<p><b>(Spoke to Michelle 1.23.17)</b></p> <p>HR Manager, 870-871-5132 <b>(LM 1/5)</b></p>	<p>area, on the mtn and lifts and 15 feet from entrances; there is some signage in these areas communicating policy; social enforcement is used for both guests and employees;</p>		<p>not an issue (among both guests and employees).</p>	
<p><a href="#">Sunlight Mtn. Resort, Glenwood Spgs</a></p>	<p>Nancy, HR Assistant, 970-945-7491</p>	<p>Employees are not allowed to use tobacco in visible areas, even DSA's while in uniform (they may go to their cars while in uniform to use tobacco on breaks; many employees do use tobacco; wellness resources are provided to employees, but Nancy is not sure if this includes tobacco cessation (she feels QL does a good enough job promoting their resource in Colorado); policy includes e-cigs</p>	<p>For guests, Sunlight follows the CCIAA; there is one guest DSA provided outside of the bar, 15' from the entrance, but tobacco use, including e-cigs is not allowed elsewhere on the property (including open deck areas).</p>	<p>Nancy feels that both employees and guests honor the resort's policies; enforcement is handled via social enforcement and signage. Nancy believes that Loveland's employee and guest pop is similar to that of Sunlight Mtn's. She feels Sunlight is a very family-oriented ski area. She is happy to speak more with Loveland if they have further questions</p>	
<p><a href="#">Telluride</a></p>	<p>Heather Young, HR Director, 970-728-7303</p> <p><b>(LM 1/24/17) (no response 2/3/17)</b></p>				
<p><a href="#">Vail Resorts (includes Vail, Beaver Creek, Breckenridge, Keystone)</a></p>	<p>Vail Resorts Corporate Offices, 303-404-1800, M-F <b>(LM 1/2/17) (LM with Benefits 1/20/17)</b></p> <p><a href="mailto:corporatehr@vailresorts.com">corporatehr@vailresorts.com</a> <b>(emailed 1/20/17).</b></p>	<p>(from Vail Resorts' Employee Guide)</p> <p>"Tobacco-Free Workplace: Smoking, chewing tobacco, snuff and other tobacco products including the use of electronic smoking devices</p>	<p>(from Vail Resorts website)</p> <p>"There is 'no smoking' of any kind (tobacco, mj, or e-cigs) permitted in any Vail Resorts owned and operated facilities, including restaurants, lodges and hotels, and officials will</p>		

		are not permitted in view of the guest or in restrooms, mtg rooms, company vehicles, buildings or in restaurants. Any disputes involving smoking and any employees with questions should discuss their issues/concerns with HR. Employees will not be subject to retaliation for reporting violations of this practice”	continue to enforce that policy. Vail Resorts will work with local law enforcement and the U.S. Forest Service to continue to closely monitor any illegal activity within the permitted boundaries of their resorts and will take immediate action against those who do not comply with the law?		
<a href="#">Winter Park/Mary Jane</a>  Grand County	Will Tien, Safety Director, (office) 970-726-1513 (LM 1/5); (cell) 303-588-6258; M-Th  (spoke to Will 1.23.17)	Employees are asked to not use tobacco in visible areas while in uniform; while there are no DSA’s for employees or guests at WP, employees generally go behind dumpsters out back behind buildings. Quit resources are provided on and off (not consistently) to employees thru benefits (for those eligible) or posted on employee boards.  Will feels it is simply in the culture for seasonal staff to use tobacco and enforcement of policy is fairly laissez-faire. He feels WP does not encourage tobacco use by making DSA’s or cigarette receptacles available, but they don’t heavily enforce expectations around staff and tobacco	(From website under “Winter Safety”)  “Smoking of any kind is prohibited while in lift lines, while riding lifts, in buildings, or while on ski-able resort terrain. Per Colorado law, smoking is prohibited in public buildings and in public areas.”  While the above info is posted on the WP website signage is posted in the lift line areas, there is very little to no signage anywhere else on the property (entrances, outdoor seating areas, etc.).  Will felt that staff might approach guests who are using tobacco in inappropriate areas, but they are avoiding too much signage because they realize the	Over all, Will felt that tobacco use at WP is not an issue among staff or guests. He does feel it is more of a concern during the summer months due to fire danger.  The bottom line for him was that, because it is tough to enforce, WP does not have a lot of signage. He feels they sort of take an unofficial approach to the state and federal laws, and they do not encourage tobacco use by providing DSA’s or cig receptacles, but they don’t invest in a lot around enforcement.	



		use.	policy is hard to truly enforce (“We are not law enforcement”). Will has noted that guests themselves will approach other guests using tobacco in outdoor sitting areas		
Wolf Creek Pagosa Spgs  San Juan Mt range	Brianna Packer, Administrative Assistant, 970-264-5639  (LM 1/20/17)  (1/24 no response) (2/3/17 no response)				

### Whistler Blackcomb Policy:

Ski Area	Policy
Whistler Blackcomb – “Smoke-Free”	<p>WHISTLER BLACKCOMB IS A SMOKE-FREE ENVIRONMENT</p> <p>To preserve the pristine alpine environment our guests come here to experience, Whistler Blackcomb is now smoke-free. Enjoy the fresh air. Smoking of any kind (tobacco, marijuana, e-cigarettes and vaporizers) is prohibited anywhere on Whistler Blackcomb property. Thank you for your cooperation and your consideration of other guests.</p> <p>Whistler Blackcomb property includes:</p> <ul style="list-style-type: none"> <li>All chairlifts and gondolas</li> <li>Lift lines</li> <li>Ski runs</li> <li>Valley base areas, including Skier’s Plaza, Blackcomb Base and Creekside Base</li> <li>All Whistler Blackcomb parking lots, including Day Lots 6, 7 &amp; 8 and the Creekside Parkade</li> <li>All Whistler Blackcomb bar and restaurant locations, including patios</li> <li>Hiking trails</li> <li>Whistler Mountain Bike Park trails</li> </ul> <p>Please note Whistler Blackcomb’s smoke-free policy does not apply to all of Whistler. Smoking is still permitted in the Resort Municipality of Whistler (RMOW) in areas that are in compliance with the Municipal Tobacco Control Laws. More information about the RMOW’s smoking policy can be found at <a href="http://www.whistler.ca/services/bylaws-and-regulations">www.whistler.ca/services/bylaws-and-regulations</a>.</p> <p>Smoking in the Resort Municipality of Whistler is banned in the following areas:</p>

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|  | <ol style="list-style-type: none"><li>1.Public buildings and vehicles, such as retail establishments, banks, restaurants, bars, transit buses and taxis</li><li>2.Areas that are six metres or less from a window, doorway or air intake of any public building</li><li>3.Public parks or within 25 metres of recreation areas, transit shelters, or school property</li></ol> |
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Do not throw cigarettes on the ground or out of vehicle windows. They can ignite wildfires. Learn more about fire prevention. Whistler Blackcomb ski resort has banned smoking (link is external) on their property including the ski, bike and hiking areas, lift lines, restaurants and parking areas.