O-

type of human trafficking as well, it will
and reminds us that labor trafficking
involves coerced sex work. Occasionally, a
supply chains that do not affi rmatively
consumers strategically and deliberately
may be because Ohio business leaders and
Ohioans are only just beginning to
is hiding in plain sight all around us.

But what about other types of human trafficking?
exploitation cases – but what
state have prioritized child sexual
enforcement agencies across the
cases prosecuted
Ohio Task Force, and other law

ELECTRONIC CIGARETTES: THE RIGHTS OF EMPLOYERS IN OHIO

Electronic cigarettes are
everywhere, it seems. But while the industry
is booming, regulation of these new devices is lagging, leaving employers to decide how they will treat vaping products. Although e-cigarettes are routinely lumped in with traditional tobacco products for purposes of policy making, the two are, in fact, very different. Traditional cigarettes deliver nicotine by burning tobacco, which generates the cancer-causing chemicals we have come to associate with nicotine. Vape pens, on the other hand, work by heating a solution of nicotine and other chemicals into a vapor which is then inhaled. Despite vaping being labeled as a safe alternative to traditional tobacco products by the World Health Organization, 18 recent

uncertainty has left many employers at
crossroads and has resulted in a wide range of policies.

In Ohio, the Smoke Free Workplace
Act of 2006 prohibits smoking in and around public work areas; however, the Act’s definition of “smoking” is currently limited to tobacco products only. Thus, employers are free to permit, prohibit or limit e-cigarettes as they see fit. The Ohio State University, for example, prohibits any use of e-cigarettes by its employees, students and the public. McDonald’s,
on the other hand, allows e-cigarettes
without limitation. ExxonMobil takes a different approach by categorizing e-cigs the same as traditional cigarettes and allowing employees to smoke or vape in designated spaces.

For now, whether or not to accommodate e-cigarettes and the form that takes is left entirely to employers. Only a handful of states have updated their smoking laws to include vaping, but with recent concerns over the hidden dangers and appeal to young people, don’t be surprised if more states follow suit and prohibit vaping in and around the workplace.