



Applicability:	Date of original policy:	9/19/2006
<input checked="" type="checkbox"/> Franklin Community Health Network	Date of most recent review:	6/1/2008
<input type="checkbox"/> Evergreen Behavioral Services	Date of most recent revision:	6/1/2008
<input type="checkbox"/> Franklin Memorial Hospital	Frequency of review:	3 years
<input type="checkbox"/> Department: _____	Next review date:	6/1/2011
<input type="checkbox"/> Healthy Community Coalition	<input type="checkbox"/> NetLearning	
<input type="checkbox"/> NorthStar	Committee to review changes:	Personnel Committee
<input type="checkbox"/> Pine Tree Medical Associates		
<input type="checkbox"/> Department:		

Tobacco and Tobacco Products

I. Policy and Purpose

Tobacco and tobacco products are health and fire hazards. Smoking harms nearly every organ of the body causing many diseases and reducing the health of smokers in general. The adverse health effects from cigarette smoking account for nearly 1 of every 5 deaths. More deaths are caused each year by tobacco use than by all deaths from HIV, illegal drug use, alcohol use, motor vehicle injuries, suicides, and murders combined.¹ There is no risk-free level of exposure to secondhand smoke². Nicotine addiction is chronic, progressive, and often fatal. Because of its harmful effects on users and non-users alike, the use of tobacco and tobacco products is counter to FCHN's mission of health promotion. The use of all tobacco and tobacco products in the FCHN system and on the grounds is prohibited.

As the only health system in our region, we have unusual influence on the health decisions of people in our community. Keeping our campus tobacco-free not only impacts the health of employees, patients, and visitors by reducing exposure to second-hand smoke, but also communicates the critical message that tobacco use is exceptionally hazardous to health.

II. Procedure

- A. All newly hired employees and all volunteers will be asked to sign an agreement not to use tobacco products on campus, including personal vehicles as a condition of employment. Existing employees and volunteers are "grandfathered" until June 30, 2008.
- B. Efforts will be made to assist tobacco users cope with the no tobacco use on FCHN campus. In exceptional circumstances, where the physical or emotional stress from a lack of tobacco or tobacco products impairs patient healing, a physician may order an exception for his/her patient. Patients may need to be accompanied per physician order and/or nurse's discretion.
- C. Managers and employees are expected to enforce the FCHN policy by politely reminding people about the policy on tobacco and tobacco products. All FCHN staff will have understanding of this policy. It is the responsibility of all staff to have an understanding of this policy and to see that this policy is followed.
- D. Patients will be made aware of the policy on tobacco and tobacco products. All tobacco users will be assessed and offered support.
- E. Any employee who violates this policy may be subject to appropriate disciplinary action, up to and including termination of employment.

¹ http://www.cdc.gov/tobacco/data_statistics/Factsheets/health_effects.htm

² <http://www.hhs.gov/news/press/2006pres/20060627.html>

III. Affected Departments and Education

A. This policy applies to all FCHN employees and volunteers.

B. Employees will receive education on this policy during General Orientation. Managers and supervisors may use evidence of employee understanding as a factor in performance evaluations.

IV. Authorization

Director, Human Resources

Executive Vice President

References:

JCAHO: Standard E.C.1.30

Classification: FCHN

This policy replaces:

**Franklin Community Health Network
Tobacco Free Campus Agreement**

Franklin Community Health Network and all affiliate buildings and campuses are designated as tobacco free areas. Tobacco is prohibited on all Network campuses including all outdoor areas and employees' personal vehicles parked on campus.

Failure to comply with the components of this policy may result in disciplinary action that can lead up to and include employment termination.

I acknowledge receipt of the Franklin Community Health Network Tobacco and Tobacco Products policy, and agree to comply with it. I understand that my compliance with this policy is a condition of my employment, and that I may be disciplined and/or terminated for its violation.

Employee Signature

Date

Employee Name (Please Print)