POLICY CLASSIFICATION: TMC Health	POLICY TYPE: HR - General (Operations)	PAGE: **1** of **3**
DOCUMENT ID: HR-01-20	VERSION: New	EFFECTIVE: 10/7/2022
TITLE: **Tobacco, Nicotine, and Vaping Free Policy**		

Purpose:	TMCH prohibits the use of tobacco, nicotine and vaping products on TMCH property. As a health care provider, it is important to educate and model healthy behaviors. The use of these products compromises our image and mission as a health care provider. These products create a safety hazard with serious long-term consequences to both users and non-users who are exposed.
Definitions:	Tobacco, Nicotine and Vaping Use: Smoking, sucking, chewing or snuffing, including but not limited to cigarettes, cigars, pipes, chew, and/or use of any form of a smokeless tobacco/nicotine/vaping device. TMCH Property: Any property owned or leased by TMCH to include structures, patios, grounds, parking structures, bridges, walkways, sidewalks, parking lots and vehicles, and a twenty (20) foot buffer zone around each of these. TMCH Community: Includes but is not limited to, employees, patients, physicians, students, volunteers, contract employees, vendors, customers and visitors.
Keywords:	Smoking, Vaping, Nicotine, Tobacco
Applicability:	TMC Health: TMC Hospital Main and TMC Hospital at Rincon, including all inpatient and outpatient departments, Peppi's House – TMC Hospice, TMC Integrative Pain Clinic, and TMC Wound Care Center; TMC Medical Network and TMCOne, including all ambulatory primary and specialty care clinics, TMC Urgent Care – Rincon, and TMC Urgent Care – Wyatt; Benson Hospital, including Benson Hospital Rehabilitation, Benson Family Health Care Clinic, Benson San Pedro Clinic, and Vail Valley Family HealthCare; Northern Cochise Community Hospital, including Sulphur Springs Medical Center and Sunsites Medical Clinic; and all other TMC HealthCare subsidiaries except as otherwise noted. For purposes of this Policy, Affiliates do not include Tucson4Health LLC, Southern Arizona Hospital Alliance or TMCH joint ventures with physicians.
Statement of Policy:	1. Tobacco, Nicotine and Vaping Use is prohibited by anyone at any time on TMCH Property, including personal vehicles. 2. Applies to all members of the TMCH Community.

	3. Adherence to this policy is a condition of continued employment. 4. Enforcement of this policy will depend on the cooperation of all individuals, not only to comply with this policy, but to also encourage community compliance. 5. Out of respect for our neighbors and their property, employees should not linger nor litter on their property. 6. Any disputes arising as a result of this policy should be resolved by management and/or Human Resources. 7. In order to be considered for employment, applicants and/or contractors must attest that they are not users of tobacco, nicotine or vaping products. Applicants and/or contractors must be tobacco-, nicotine- and vape-free for a minimum of six months in order to be considered for employment with TMCH. 8. Tobacco, nicotine and vaping device users who wish to quit are encouraged to contact the TMCH Benefits Service Center, Human Resources and/or the Employee Assistance Program for information on resources available.
Procedure:	TMCH does not have a Procedure associated with this Policy.
Standard Work:	TMCH has not adopted Standard Work for this Policy.
References:	None
Policy Creator:	Chief Human Resources Officer and Vice President
Executive Sponsor:	Chief Human Resources Officer and Vice President
Review:	This Policy shall be reviewed as needed per changes in applicable laws, regulations, and accreditation or operational requirements, but no less often than every 3 years.

Approved: /s/ Alex Horvath 10/7/2022

Alex Horvath Date

Chief Human Resources Officer