

MIDSTATE MEDICAL CENTER

HUMAN RESOURCES

Policy: 130

SMOKING

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I. SCOPE:

In order to promote the good health and well being of its patients, physicians, employees, visitors, volunteers and all other guests, MidState Medical Center is committed to providing a smoke free environment. This policy applies to all patients, visitors, volunteers, physicians, vendors, and employees of the medical center at all of its sites and drawing stations and in all of its vehicles.

II. POLICY:

In accordance with the Medical Center's philosophy for a smoke free environment, smoking inside or on the grounds of the hospital's campuses will be prohibited.

Visitors and Employees

Visitors and employees will not be permitted to smoke inside or on the grounds of any of the medical center's locations.

- **Exception:** Smoking inside privately owned vehicles is permitted providing that it is done discreetly and in a manner that will not adversely affect another employee, patient, volunteer, physician, vendor or visitor.

Smoking inside an official MidState Medical Center vehicle will not be permitted at any time.

III. ENFORCEMENT

1. Patients and Visitors

Patients and visitors may not be familiar with the Smoking Policy, so "guest relations" sensitivity must be taken into consideration when a patient or visitor is in non-compliance.

If an employee notices a visitor, patient, or anyone else violating the Smoking Policy, it is recommended that a friendly approach be used to convey the policy that smoking is not permitted.

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If non-compliance still remains, it is the responsibility of the Security Department to insure the compliance of this policy.

2. Employees

Enforcement of this policy is the responsibility of the MidState Medical Center's Management Team, using the Positive Discipline Process including the coaching and counseling of employees.

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Approved by:	VP/Director Group, HR, Central Safety Committee
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