

## **PENNYBYRN SMOKING POLICY**

It is the policy of Pennybyrn to promote the health, well-being, and safety of the residents, staff and visitors while on Pennybyrn's campus. Tobacco is a proven health and safety hazard, both to the tobacco user and non-smokers who are exposed to secondhand smoke, carrying very serious health risks. It has been proven to be the leading cause of preventable death in the United States and is inconsistent with our healthcare mission. The use of tobacco products by our staff compromises our image as a healthcare establishment.

***Tobacco use refers to any tobacco product, including smokeless tobacco and e-cigarettes.***

The use of tobacco products is prohibited:

- In all areas within Pennybyrn buildings,
- On all property maintained by Pennybyrn, including sidewalks and parking lots.
- On any property adjacent to Pennybyrn
- In all vehicles owned, leased, or rented by Pennybyrn
- In all staff and visitor vehicles when parked on Pennybyrn property

Properties that are adjacent to Pennybyrn and are NOT permitted for smoking include:

- Yards, driveways, and parking lots on Penny Road and Manor Drive,
- the service road and surrounding area behind the healthcare building,
- the sidewalk around our property, and the end of Manor Drive.

This policy covers all individuals working, visiting, or receiving medical care within the boundaries of Pennybyrn property, as well as vendors and contractors. There is an exception to this policy for Independent Living residents and their guests who may smoke in their private homes or apartments, and Healthcare residents are allowed the use of e-cigarettes in their private rooms.

Staff smoking or using tobacco products on or adjacent to Pennybyrn property are in violation of the stated policy and subject to disciplinary action, up to and including termination.

Employees who smoke must leave the Pennybyrn campus entirely, CLOCK OUT for the entirety of the smoke break, beware of trespassing on other people's property, and take care not to throw cigarette butts or other litter on the ground. Littering is illegal, a fire hazard, and a poor representation of Pennybyrn employees.