

# **SMOKE-FREE WORKPLACE**

Thompson Health is a smoke-free and tobacco-free health system. This means that smoking and the use of e-cigarettes and other tobacco products are prohibited in any Thompson facility or on its property. The following smoking provisions have been adopted in accordance with the Clean Indoor Air Act of 2003 and New York State Public Health Law Section 1399-o as amended October 29, 2013 in the interest of providing a safe and healthy environment for associates, volunteers, patients, Continuing Care Center residents, participants, physicians, vendors, contractors, others or visitors to our buildings.

---

## **SMOKING RESTRICTIONS**

Smoking and use of e-Cigarettes and other tobacco products are prohibited at Thompson Health facilities, either in buildings or on the grounds of the facilities, including within 15 feet of the entrance to the grounds.

- All Thompson Health properties (both main campus and off-sites) are entirely smoke-free as of October 29, 2013. This includes entrances to the grounds, parking lots, driveways, grass and sidewalks, as well as vehicles located on Thompson Health properties.
- Associates who smoke will have the ability to leave the property, with prior approval from their supervisor, during their 30 minute unpaid meal period, while swiped out and off the clock.
- The 15 minute breaks, when given, are paid breaks and associates may not leave the property during those times.
- Any associates in violation are subject to our disciplinary process, which can include termination.

## **COMPLIANCE**

Associates, volunteers, patients, Continuing Care Center residents, participants, physicians, vendors, contractors, others or visitors are required to comply with this policy while on Thompson Health premises.