



Policy

TITLE: Tobacco Free Environment

EFFECTIVE DATE: October 2017; Revised April 1, 2021

APPROVER(S): Dean of Medical Education, OCS Head of School

NUMBER: OCS100.18

I. Purpose

This policy provides guidelines regarding Tobacco Use at Ochsner Health System (OHS) Smoking or Tobacco use in any form must comply with the guidelines established in this policy.

II. Scope

This policy applies to anyone at an OHS facility or property, owned or leased, including but not limited to all Ochsner employees, physicians, advanced practice providers, fellows, contractors, vendors, students, visitors and patients.

III. Definitions

1. Smoking – inhaling, burning, carrying, holding or using a lit or heated cigarette, cigar or pipe of any kind, or emitting or exhaling tobacco of any kind. It is also defined as inhaling, burning, or otherwise using any other natural or chemical product for such purposes.
2. Tobacco Products – include all forms of tobacco, including but not limited to cigarettes, cigars, pipes, water pipes (hookah), electronic cigarettes and smokeless tobacco products.
3. Tobacco Use – the use of tobacco in any form. This includes acts of smoking, dipping, chewing or any other use of tobacco.
4. OCS Employee references OCS Administration, Faculty, Physicians, Supervisors, Students, and others engaged in undergraduate medical education activities at the Ochsner Clinical School.

IV. Policy Statements

- A. OHS strives to provide a safe, healthy, and comfortable work environment by prohibiting the use of tobacco on or within OHS properties.
- B. OHS believes that a tobacco-free environment is consistent with our leadership role in the healthcare field and contributes to the wellness and productivity of those Ochsner employs and serves.

V. Enforcement

- A. No employee will be discriminated against with respect to discharge, compensation, promotion, progressive discipline or other condition, or privilege of employment because the employee is a tobacco user or non-tobacco user.
- B. While OHS encourages employees to maintain healthy lifestyles outside of the work-place, nothing in this policy should be construed to require an employee to abstain from smoking or otherwise using tobacco products outside the course of clinical years and off of an Ochsner Campus.
- C. Failure to comply with this policy may result in progressive discipline up to and including termination of student contract, employment termination for employees or termination of contract or service for third party personnel, or volunteers. Physicians will be handled by appropriate physician leadership and fellows will be subject to disciplinary actions as determined by the contract and ACGME standards.

VI. References

OHS.HR.118 Tobacco Free Environment
OHS.HR. 502 Progressive Discipline