

Tobacco-Free Workplace

Purpose: Tobacco use remains the single largest preventable cause of illness and death in the United States.¹ Second-hand smoke increases the risk of heart disease and lung cancer up to 30%.² McLeod Center recognizes the importance of eliminating tobacco pollution which poses a health hazard including, exposure to second-hand smoke from combustible tobacco, second-hand aerosol from vaping through electronic smoking devices, and the litter caused by discarded tobacco products. By implementing comprehensive tobacco policies that include adopting a 100% tobacco-free campus, the harmful effects of tobacco use can be mitigated. In high risk populations such as behavioral health, those using some form of tobacco are compounding their addiction with nicotine and continuing to demonstrate addictive behaviors. Tobacco use has been shown to correlate with higher relapse rates for persons in recovery from alcohol and other drugs.³

Implementation of a tobacco-free workplace (including indoor and outdoor owned or leased property occupied by McLeod Center, and within a McLeod Center vehicle) supports our mission to help people get well. McLeod Center’s foundational values are to treat patients, clients, and staff with dignity and respect. In order to comprehensively provide addiction treatment services, we must clinically address tobacco (nicotine) dependence in all levels of service delivery. To support a healthy and safe workplace, patients, clients, visitors (including collaborative partners or referring agency representatives), vendors (including repair services and sub-contractors), students, interns, volunteers, board members, and employees will be expected to adhere to this policy. This policy also applies to any McLeod Center-sponsored events that may be “off-site”.

Timeline: Effective January 1, 2021, smoking and the use of tobacco products in all forms is prohibited within McLeod Center facilities, McLeod Center vehicles, and on McLeod Center occupied property. During CY 2020, education, training, and support will be provided to employees who will be incorporating best practice nicotine dependence treatment and education into existing treatment modalities. Employees will also be supported on their own journey toward becoming tobacco free, and education will be provided to all employees on the purpose and logistics of the tobacco-free policy. Appropriate signage will be displayed prominently on the property in advance of the effective date.

Definitions: For this tobacco-free policy, tobacco includes any product made or derived from tobacco that contains nicotine or other substances that can be smoked, inhaled, vaporized, or ingested through the mouth. Examples include but are not limited to cigarettes, cigars, cigarillos, pipes, dip, snuff, snus, chewing tobacco, electronic cigarettes or electronic smoking devices or vapes, and heated tobacco products (such as “IQOS”). “Electronic smoking device” means any electronic product that can be used to aerosolize and deliver nicotine or other substances to the person inhaling from the device, including but not limited to an electronic cigarette, electronic cigar, electronic cigarillo, or electronic pipe, and any cartridge or other component of the device or related product.

¹ American Heart Association CEO Roundtable—Tobacco Control in the Workplace

² *The Health Consequences of Involuntary Exposure to Tobacco Smoke: A Report of the Surgeon General*, DHHS <http://ncbi.nlm.nih.gov/books/NBK44324/>. Accessed May 29, 2015

³ EB Stuyt, 1997; DL Frosch 200; JJ Prochaska 2004

Adherence: All McLeod Center employees are responsible for compliance with this policy. Should non-compliance be observed, employees should seek leadership support to enforce the policy as needed. An employee who sees non-compliance (other than a fellow employee) is to ask the person to extinguish and stop using the product and courteously remind them of the policy. Employee use must be reported to their immediate leader. Non-compliance with the policy involving patients, clients, visitors, volunteers, and board members will be addressed based on individual circumstances and could include leaving services or the property. Non-compliance with employees will be addressed on an escalation model of coaching, verbal, written, final written, and end of employment based on individual circumstances in accordance with other policies of McLeod Center.

This policy applies to all products that contain nicotine except for FDA-approved nicotine replacement therapy medications (i.e. nicotine patch, gum, lozenge, inhaler or nasal spray) used for quitting, which will be allowed for use on the property, within buildings, and in company vehicles.

Education: Employees covered under the McLeod Center health insurance plan will receive access to tobacco treatment services plus referrals to any existing community-based support services with assistance from our Human Resources Department. Other resources include:

- NC Tobacco Prevention and Control Branch (<http://tobaccopreventionandcontrol.ncdhhs.gov/smokefreenc/edmaterials.htm>)
- NC Quitline (<http://www.quitlinenc.com/>) provides free sessions to stop using tobacco products. Quit coaching is available in different forms and also includes access to replacement therapy medications. Enhanced services are available for callers eligible for Behavioral Health Protocol.
- SAMHSA - [Tobacco and Behavioral Health: The Issue and Resources](#)