



UNIVERSITY OF MIAMI  
MILLER SCHOOL  
of MEDICINE

## University of Miami Miller School of Medicine Smoke Free Policy

February 4, 2010

### PURPOSE:

The University of Miami Miller School of Medicine (UMMSOM) is committed to promoting the health, well being and safety of the staff, students, faculty, patients, and visitors to our campus. Tobacco smoke is a proven health and safety hazard both to smokers and to non-smokers who are involuntarily exposed to the serious health risks of second hand smoke. Tobacco use is the leading cause of preventable death in the United States and tobacco use is inconsistent with our healthcare mission.

This initiative is intended to promote the health of our community by eliminating involuntary exposure to tobacco smoke on campus and to assist employees, patients, students and others who wish to overcome their dependence on tobacco.

Jackson Memorial Hospital and UMMSOM have partnered to make "no smoking" the practice on all JMH and UM owned or leased property.

In that regard, UMMSOM is committed to:

- Encouraging and assisting employees, patients, and students who wish to overcome their dependence on tobacco by offering cessation programs and a wide range of supportive systems
- Creating and providing a safe and healthy environment for all people who work, receive care, study and visit the UM/JMH Medical Center by working towards a campus that is free of involuntary smoke exposure.

### DEFINITIONS

**Smoking.** Inhaling, exhaling, burning, or carrying any lighted cigarette, cigar, pipe or other such device which contains tobacco or other smoke producing products.

**E-Products.** For the purpose of this policy, e-products and other similar tobacco-like/looking devices and products are treated like smoking products and are prohibited.

**Campus.** For the purpose of this policy includes all JHS and UMMSOM owned or leased real estate and owned or leased facilities, passageways, and parking garages and lots.

**Federally Mandated Exempt Area.** The Veteran's Administration grounds and facilities are subject to their own specific policy and regulation as it relates to this subject. The Federal Government has passed legislation making this isolated area exempt from the terms of this policy.

### POLICY

It is the Policy of UMMSOM to provide a smoke free environment for all of its staff, faculty, patients, visitors, volunteers, contracted staff, and vendors. Smoking is prohibited on all JHS and UMMSOM owned or leased real estate or their owned or leased facilities, buildings, passageways and/or parking garages. Smoking is also prohibited inside of vehicles while on JHS and UMMSOM properties and parking facilities.

No tobacco products shall be sold or promoted anywhere on any campus property unless current extant leases or contracts, specifically allow smoking. In those cases, renewals or extension of those leases or contracts will include the tobacco free campus stipulation. In addition, smoking is prohibited in all personal or private vehicles parked in parking lots or garages owned or leased by JMH and UMMSOM.

Employees who choose to smoke must do so on their own time inclusive of regularly scheduled breaks or meal periods. No additional time from work shall be authorized (by any authority) for this activity.

Smoking will be prohibited from use or display at any Jackson Health System/UMMSOM event that is held on any Jackson Health System/UMMSOM property (leased or owned).

First Offense. Any University employee who violates the no smoking policy will be reminded of the policy, asked to comply by putting out the lighted tobacco product, and will be informed of all available education and cessation programs by their supervisor.

Second Offense. The employee will be reminded of the policy, asked to comply with the policy, and will be informed about available education and cessation programs by their supervisor. The employee's supervisor will contact Benefits Administration and inform Benefits that the employee was smoking. Benefits will determine if the employee declared themselves as a smoker under UM's health insurance plan. If the employee is not designated as a smoker in UM's health insurance plan, Benefits administration will take the appropriate action in consultation with Medical Human Resources.

Third Offense. The employee will be reminded of the policy, asked to comply with the policy, will be informed of all available education and cessation resources and encouraged to participate in a program, and be issued a verbal counseling consistent with University disciplinary policy.

Fourth Offense. The employee will be reminded of the policy, asked to comply with the policy, will be referred to FSAP as a management referral, and will be issued a written warning consistent with University disciplinary policy.

If there are continued violations, the employee will subject to additional disciplinary up to and including termination of employment.