

## **Guide to a Smoke-Free Environment**

### *Frequently Asked Questions*

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#### **What is a "Smoke-Free" Environment?**

- A. A Smoke-Free Environment means that smoking or tobacco use of any kind will not be permitted on any property owned or leased by North Shore-LIJ. This includes cigarettes, cigars, chewing tobacco and pipe smoking. Visitors or guests who would like to smoke or use other tobacco products will need to leave the campus, and all smoking materials will need to be extinguished before entering the campus.

#### **Why is North Shore-LIJ doing this?**

- A. The Smoke-Free Environment initiative supports the system's strategic mission and vision to be a national health care leader, committed to excellence, compassion and improving the health of the community. As tobacco usage is the leading cause of preventable disease, disability and death, the health system has a responsibility to eliminate tobacco usage from its facilities and to act as a role model by developing policies in the best interest of community health.

#### **Is North Shore-LIJ forcing employees to quit smoking?**

- A. No. North Shore-LIJ is not forcing employees to quit smoking. North Shore-LIJ is requiring that employees not smoke on health system premises, owned or leased, and is encouraging employees to quit smoking.

#### **Is North Shore-LIJ offering resources to employees who want to quit smoking?**

- A. Yes, as part of North Shore-LIJ's commitment to help employees quit smoking, and remain tobacco/smoke-free, cessation programs are being offered to all employees and their qualified dependents *free of charge* through the North Shore-LIJ Center for Tobacco Control (CTC).

The CTC offers **free** FDA-approved smoking cessation medications and cessation classes, followed by a weekly support group, to any employee interested in quitting smoking. FDA-approved smoking cessation medications include:

- Nicotine Gum
- Nicotine Patch
- Nicotine Lozenge
- Prescription medications (e.g. Zyban, Chantix, Inhaler, Nasal Spray)

For information regarding nicotine replacement therapies and class schedules, please contact the CTC at: 516-466-1980. Visit their website at: [www.northshorelij.com/stopsmoking](http://www.northshorelij.com/stopsmoking).

Note: FDA-approved smoking cessation medications and over-the-counter smoking cessation products are reimbursable from Medco Health (for employees covered under a North Shore-LIJ-sponsored benefits plan) who may prefer to seek smoking cessation resources from their own healthcare provider. Please contact the HR Service Center at: 516-734-7000 for more information regarding benefit coverage. Managers should direct employees covered under a collective bargaining agreement to their member services for information about smoking cessation product coverage.

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- A. In addition to the CTC, the Employee Assistance Program (EAP) provides employees with the opportunity to obtain professional, confidential and free stress management and counseling services for smoking cessation and the management of symptoms from nicotine withdrawal. These services complement those provided by the CTC. Contact the EAP at: 877-EAP-4YOU (877-327-4968).

### **Is the new Smoke-Free Environment initiative discriminatory towards smokers? Isn't it a personal right of a smoker to smoke when outside?**

- A. No. Employers have the right to limit or eliminate smoking on their property. Recent court rulings maintain that smokers are not entitled to protection against discrimination. People who smoke do not have a legal right to smoke at a smoke-free worksite.

### **Can I smoke in my vehicle?**

- A. No. Smoking is prohibited on all properties owned and leased by North Shore-LIJ, which includes cars parked on health system property. In addition, smoking in any North Shore-LIJ owned or leased vehicles is prohibited.

### **What about the use of smokeless or “spit” tobacco?**

- A. The Smoke-Free Environment initiative applies to the use of all tobacco products, including smokeless or “spit” tobacco.

### **What if this initiative results in people using restrooms or stairwells to smoke?**

- A. Smoking inside a North Shore-LIJ facility, owned or leased, is a violation of New York State law, and any person smoking anywhere in a building, including stairwells and/or restrooms, could be cited by the police and will be subject to progressive disciplinary action, up to and including termination.

### **How can employees support the Smoke-Free Environment initiative?**

- A. All employees have a role to play in creating a healthier environment. Take an active role in ensuring all people on our campuses are aware of the smoke-free environment initiative by politely asking tobacco users to refrain from smoking on our premises. Non-smokers can help by respecting that this may be difficult for tobacco users and by providing encouragement to those who quit, while respecting a person's right to choose.

### **Where can I obtain more information?**

- A. Please visit HealthPort and [www.NSLIJHealthyLifestyles.com](http://www.NSLIJHealthyLifestyles.com) for additional smoke-free materials.