504 Tobacco- & Smoke-Free Campus

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Purpose: To provide a safe and healthy environment for residents, visitors, and staff. To promote the health and well-being of its employees and residents.

Smoking, vaping, and/or the use of tobacco is not permitted anywhere on Pine Haven Christian Communities property at any time. Smoking is defined as the "act of lighting, smoking or carrying a lighted or smoldering cigar, cigarette or pipe of any kind." Vaping refers to the use of electronic nicotine delivery systems or electronic smoking devices such as e-cigarettes, e-pipes, e-hookahs, and e-cigars. The definition of Pine Haven property for the purpose of this policy includes all land, buildings, structures, parking lots, and means of transportation owned by or leased to Pine Haven.

The Tobacco- & Smoke-Free Campus policy applies to:

- All Pine Haven employees
- All volunteers
- All visitors (family members, customers, and vendors)
- All contractors and consultants and/or their employees working on Pine Haven premises
- All temporary employees
- All students or interns
- All areas of Pine Haven facilities and property
- All vehicles owned or leased by Pine Haven

Employees are encouraged to utilize smoking cessation resources available through the Employee Assistance Program and/or our health insurance plans.

It is important for employees to remember that paid breaks and lunch periods are provided and that employees may not leave the property during paid time.

Employees in violation of this policy may be subject to corrective action.