

NORTHCARE NETWORK

POLICY TITLE: Smoke Free Environment	CATEGORY: Personnel	
EFFECTIVE DATE: 1/1/15	BOARD APPROVAL DATE: 12/10/14	
REVIEW DATE: 3/17/25	REVISION(S) TO POLICY STATEMENT: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	OTHER REVISION(S): <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
RESPONSIBLE PARTY: HR Manager	CEO APPROVAL DATE: 4/3/25 Megan Rooney, CEO	

APPLIES TO

NorthCare Network Personnel

POLICY

NorthCare Network is a smoke free environment.

PURPOSE

NorthCare Network is dedicated to maintaining a safe and healthy work environment.

DEFINITIONS

N/A

REFERENCES

Marquette City Code of Ordinances

HISTORY

NEW POLICY: 1/1/15

REVIEW DATE: 12/3/14, 10/19/15, 8/22/16, 6/23/17, 4/23/18, 2/19/19, 11/24/19, 11/18/20, 9/23/21, 7/17/23, 5/8/24, 3/17/25

REVISION DATE: 10/19/15, 2/19/19, 11/24/19, 11/18/20, 9/23/21, 7/17/23, 5/8/24, 3/17/25

CEO APPROVAL DATE: 12/3/14, 11/9/15, 9/6/16, 7/13/17, 5/10/18, 3/14/19, 12/3/19, 12/1/20, 10/5/21, 8/1/23, 6/11/24, 4/3/25

BOARD APPROVAL DATE: 12/10/14

PROCEDURES

Smoking is prohibited in the NorthCare building and all NorthCare vehicles without exception. This includes common work areas, conference and meeting rooms, private offices, hallways, restrooms, vehicles and all other enclosed facilities.

Smoking may occur at a distance of 20 feet outside any enclosed area where smoking is prohibited to ensure that tobacco smoke does not enter the area through entrances, windows, ventilation systems or any other means.