

# Smoke-Free FAQs

**Q: Why is Baptist Health becoming smoke- and tobacco-free?**

A: As a health care organization, it is important to promote good health and maintain a healthy environment for our patients and families. It's a natural reflection of our mission.

**Q: Why can't people smoke outdoors at Baptist?**

A: Creating a healthy environment includes eliminating second-hand smoke anywhere on our property.

**Q: Are we the only ones doing this?**

A: No. In the Jacksonville area, all hospitals will be smoke-free as of November 20.

**Q: Do employees have to quit smoking or using tobacco?**

A: No one is being asked or required to quit. This policy means individuals may not use tobacco products while on Baptist Health property.

**Q: Will there be any help for those who wish to quit smoking?**

A: Yes. Smoking cessation programs are ongoing at Baptist Downtown, Baptist Beaches, Baptist South and Baptist Nassau. For employees on the Baptist Health insurance plan, prescription smoking cessation medications are offered at a discount for a limited time. For all employees, Baptist Pharmacies also have a limited number of coupons for nicotine-replacement therapies available over the counter. For more information, go to the Healthy for Life page on the Employee intranet and select Smoke-Free from the left-hand navigation bar.

**Q: What happens if an employee uses tobacco on Baptist Health property after November 20?**

A: A single clarification of our rules or standards is usually all it takes for an employee to make the necessary correction. Any employees who show intentional avoidance in cooperating with Baptist Health policies and procedures will be treated according to the Baptist Health Progressive Discipline Policy No. 1.2.11. This process generally starts with a verbal warning from the employee's supervisor and progresses as warranted by the employee's behavior. For policy details, go to ProcedureNet on the Employee Home Page and search the key words "progressive discipline" or ask your supervisor for a copy of the policy.

**Q: What does this mean for patients or visitors who smoke?**

A: No one is permitted to smoke while Baptist Health property, inside or outdoors. It is the responsibility of all of Baptist Health to inform anyone who is using tobacco products of our policy.

**Q: What should we do if we see someone using tobacco products on Baptist property after November 20?**

A: Assume they simply are not aware of the policy, and respectfully let them know. Access the "key words" available on the Employee Home Page for tips on what to say and how to say it. Also, pocket-sized cards stating our policy are available from Human Resources, Security or the Information Desk.

