



Tobacco is the **number one** killer of individuals with mental illness, so it is critical that we provide a recovery environment that does not include Tobacco/Nicotine. Smoking and vaping are also linked to increased risk of becoming infected with COVID-19. Finally, CMMHC believes this tie to our core value of *integrity*: ensuring that our behaviors are consistent with our actions.

In keeping with CMMHC's intent to provide a safe and healthful work environment, smoking and the use of tobacco products (such as chewing tobacco) by employees is prohibited throughout the workplace. This policy also applies to e-cigarettes and similar products. Nicotine Replacement Therapies (NRTs) are allowed to be used during work time.

Employees are prohibited from using tobacco/nicotine products, including electronic delivery devices, during working hours including paid breaks. CMMHC employees should avoid using tobacco/nicotine products in the view of clients before, after, and between working hours.

Wherever CMMHC does not have jurisdiction over adjoining streets, sidewalks, parking lots or other common areas, participants, employees, and visitors are strongly encouraged to comply with the spirit of the policy. It is the expectation that employees, participants, and visitors will not loiter near neighboring properties or discard litter in a way that reflects negatively on CMMHC.

### **What you need to know:**

- **Employees will be prohibited from using tobacco/nicotine products and devices during work hours including paid breaks**
- **Employees should avoid using these products in the view of clients before, after or in-between working hours**
- **It is the expectation that employees will not loiter near neighboring properties or discard litter in a way that reflects negatively on CMMHC**

\*CMMHC's policy does not prohibit the sacred and indigenous uses of tobacco practiced by a Native American as part of a traditional Native American spiritual or cultural ceremony.