**THE EYE INSTITUTE FOR MEDICINE & SURGERY**

**POLICY/PROTOCOL**

**NON-SMOKING FACILITY**

05092012

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Applies to: All Employees

To contribute to the health and well-being of all employees, The Eye Institute shall become an entirely Smoke Free Workplace.  Smoking shall be prohibited on all of the The Eye Institute properties, without exception.  This includes all indoor and outdoor areas including parking lots.  Adjacent properties are not to be accessed for smoking during the work day.  Staff are not to leave the building for breaks with the exception of their lunch break.

Failure to comply with all of the components of this policy will result in disciplinary action that can lead up to and include termination of employment.

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Authorized Signature/Date