

Smoke-Free & Nicotine-Free Policies

AdventHealth Shared Services Facilities



| Facility | Smoke Free | Nicotine Free |
|---|------------|---------------|
| Corporate Services | | |
| AdventHealth Information Technology | ✓ | |
| AdventHealth Corporate Office | ✓ | |
| Central Florida Division — North | | |
| AdventHealth DeLand | | ✓ |
| AdventHealth Fish Memorial | | ✓ |
| AdventHealth Palm Coast | | ✓ |
| AdventHealth Medical Group East FL | | ✓ |
| AdventHealth Daytona Beach | | ✓ |
| AdventHealth New Smyrna Beach | | ✓ |
| AdventHealth Waterman | | ✓ |
| Central Florida Division — South (ACS) | | |
| AdventHealth Orlando | ✓ | |
| AdventHealth Heart of Florida and Lake Wales | | ✓ |
| Central Florida Division — South (IHS) | | |
| AdventHealth Hospice Care | ✓ | |
| AdventHealth Medical Group | ✓ | |
| AdventHealth Centra Care | ✓ | |
| West Florida Region | | |
| AdventHealth Carrollwood | | ✓ |
| AdventHealth Connerton | | ✓ |
| AdventHealth Sebring Wauchula Lake Placid | ✓ | |
| AdventHealth North Pinellas | | ✓ |
| AdventHealth Medical Group West FL | ✓ | |
| AdventHealth Ocala | | ✓ |
| AdventHealth Tampa | | ✓ |
| AdventHealth Wesley Chapel | | ✓ |
| AdventHealth Zephyrhills and Dade City | | ✓ |
| AdventHealth Home Care West FL | ✓ | |
| Mid America Region | | |
| AdventHealth Durand | ✓ | |
| AdventHealth Shawnee Mission | ✓ | |
| AdventHealth Ottawa | ✓ | |
| South West Region | | |
| AdventHealth Central Texas | ✓ | |
| AH Family Medicine Rural Health Clinics | ✓ | |
| Texas Health Huguley Hospital | ✓ | |
| South East Region | | |
| AdventHealth Hendersonville | ✓ | |
| AdventHealth Gordon and Murray | | ✓ |
| AdventHealth Manchester | ✓ | |

Smoke-Free Facility

Smoke-free facilities prohibit tobacco use both indoors and outdoors at all hospital-owned properties along with the use of tobacco products by employees while they are badged in.

Employees must also be free from tobacco odor during their work shift. Non-compliance with this policy will be considered a violation of the Progressive Corrective Action Process.

Nicotine-Free Facility

Nicotine-free facilities do not employ those who test positive for nicotine. This includes hospital staff applicants as well as agency, traveler and contracted staff. Your pre-employment physical will include a Cotinine test as part of a urine drug screen. Substances that may produce a positive result include cigarettes, pipes, cigars, e-cigarettes, smokeless tobacco products, tobacco, snuff, nicotine patches or nicotine gum. Those who test positive will not be eligible for employment and their employment offer will be rescinded. Applicants may re-apply six months after they have failed a nicotine screen.