As a major health care provider in southeastern Michigan, Beaumont Health System and its employees have a responsibility to educate the public regarding health issues and the behavior changes necessary to achieve health, and to serve as role models in promoting healthy behaviors. Beaumont has enacted new employment policies regarding Nicotine, which apply equally to Residents & Fellows.

**POLICIES AND PROCEDURES:**

**New-Hire Screening (ONLY applies to incoming new hires)**

1. Effective January 1, 2013, Beaumont will test all prospective employees for nicotine use. This will be completed during the pre-employment physical via urine testing for cotinine (a metabolite of nicotine), at approximately the same time and using the same procedure as for Substance Abuse screening.

2. All new Residents / Fellows are required to agree to and pass the Nicotine Screening test as part of their pre-employment physical examination prior to the commencement date of their employment and educational program.
   
   a. Contracts are typically offered to new Residents / Fellows shortly after Match Day or non-Match selection. In accord with Beaumont’s usual and customary practice, new Residents / Fellows will be offered and expected to sign their contracts prior to their arrival at Beaumont. Thus, although contracts will be offered and signed by all parties prior to the pre-employment physical being conducted, new Residents / Fellows must understand that their employment will be contingent upon passing the test.

   b. Inasmuch as this policy is being communicated to all interviewed applicants, and is elucidated in their contracts, Beaumont’s action in not hiring someone with a failed Nicotine screen does NOT represent a NRMP match violation on the part of Beaumont.

   c. For Residents / Fellows commencing their training on or around July 1 each year, Nicotine Screening will occur during the general Department of GME Orientation in late June required for all new Residents & Fellows. Those commencing their training at other times of the academic year will have the dates of their pre-employment physical arranged accordingly by their programs and the GME Office.
3. Acceptable threshold levels have been established with the intent to differentiate second-hand smoke exposure from active nicotine use. Nevertheless, if the threshold level is exceeded (i.e. the test is “positive”), that individual will NOT be eligible for employment.

4. Anyone failing Nicotine screening will not be eligible for employment for 6 months. In the case of most incoming Residents & Fellows, it is likely that their positions will no longer be available at that time. They are eligible to re-apply for the subsequent year.

5. Once passing the pre-employment physical and initiating employment, Nicotine screening will not be performed subsequently.

6. If a Beaumont Resident switches from one Beaumont Residency program to another, or graduates and immediately joins a Beaumont Fellowship program, there is generally no need to undergo another Pre-Employment Physical Exam. In such a situation, urine screening for Nicotine would not be necessary.

### Need to Avoid Smelling of Tobacco

7. Just like strong perfume, the smell of smoke can trigger harmful physical reactions in patients and co-workers with sensitivities to strong odors. Beaumont's Dress Code, Grooming and Image Policy #280 prohibits employees (including Residents & Fellows) from smelling of tobacco products at any time during the workday.

8. Violations of this policy will be addressed in a manner consistent with other dress code or performance issues. In most cases, the first offense(s) may be managed through a warning and a request to change the malodorous garment. Subsequent offenses will lead to progressive disciplinary actions.

### Tobacco Cessation Therapy for Current Employees

9. Any Resident or Fellow, including any family members covered through Beaumont’s employee insurance, are eligible for free Tobacco Cessation therapy through their Beaumont-provided health insurance. All are encouraged to take advantage of this benefit.