

<i>Original Implementation Date:</i>		<i>Date Reviewed/ Revised:</i>	6.2016	<i>Area of Responsibility:</i>	Human Resources	<i>Version:</i>	2
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POLICY: Sun Health Senior Living has adopted a policy which prohibits smoking and the use of any tobacco products on all campuses and corporate offices. This Tobacco Free Campus policy allows for a tobacco free campus that will benefit the health, safety and well-being of all who live, work and visit our communities. This includes residents, employees, volunteers, contractors, vendors, and visitors. All persons on any Sun Health Senior Living campus are expected to comply with this policy.

This policy applies to any place on any Sun Health campus. This includes the resident’s internal space within their apartments, patios, balconies, hallways, dining rooms, offices, restrooms, elevators, meeting rooms, outdoor paths, gardens, lawns, parking areas, casitas, garages, driveways, community areas, doggie parks, community vehicles and the entire Health and Rehabilitation buildings.

Tobacco products include, but are not limited to, cigarettes, e-cigarettes, cigars, pipes, snuff, chewing tobacco and marijuana. Sun Health does not allow the sale or consumption of cigarettes, cigars, pipes, snuff, chewing tobacco or marijuana on any company property.

Medical Marijuana:

Sun Health will not refuse to lease or sell Sun Health property or residents to persons solely on the basis of their status as a medical marijuana cardholder under the prohibitions of ARS 36-301 and 36-2813. Sun Health does prohibit the use of marijuana for all residents who do not possess a medical marijuana card. Residents who self-identify as a medical marijuana card holders may consume marijuana, but not smoke it unless they are grandfathered in under the provisions below.

Similarly, Sun Health will not refuse to hire a candidate solely based on their status as a medical marijuana card holder, unless such positions are designated as a safety sensitive position. No employee is permitted to smoke, possess or be under the influence of marijuana while at work. This is discussed more fully in the Sun Health’s Drug-Free Workplace Policy.

Exceptions: There may be one designated tobacco area, per community.

La Loma Village has identified a location behind the Health and Rehabilitation building adjacent to the central plant building. Any person who wishes to use tobacco may do so at this location, subject to elimination or further limitation if tobacco used at this location interferes with others or if the smoking area is abused (for example, if smokers leave cigarette butts on the ground or do not keep the area picked up.)

There will be no exceptions to the Tobacco Free Campus policy after the adoption date of this policy.

Grandfathered status: In addition, residents who moved into a Sun Health community property prior to March 1, 2016 and who self-identified by February 16, 2016, may smoke or use tobacco within the privacy of their own residence. Mitigation measures have been taken by community leaders to make sure the continued smoking or other tobacco use does not impact other residents. Furthermore, the use of marijuana will be tolerated for medical purposes only. The option to smoke medically-prescribed marijuana is only available for current residents who meet the criteria above and where mitigating measures have been taken.

Notification of Policy: Sun Health will provide notice of this policy to:

- Residents through signs posted on the campus, a notice distributed to mailboxes, the resident handbook, the service agreement(s), and general meetings.
- Visitors and vendors will be notified through signs posted on the campus, a copy of this policy will be available at the reception area, and explanations from their host
- Employees will be notified through signs posted on the campus and in community vehicles, the employee handbook, orientation and training. Sun Health will assist employees and residents who wish to quit smoking by facilitating access to smoking-cessation programs and materials.

Enforcement:

Sun Health asks each resident and employee to remind tobacco users of this policy and to notify their community's management team when a tobacco user ignores a reminder. Sun Health will train staff members in appropriate methods for encouraging visitors and others to comply with the policy.

When a guest ignores requests to comply with this policy, the communities will have a Security Officer give a verbal warning. If the guest refuses to stop using tobacco, the Security Officer will consult with their supervisor and may then ask the offender to leave the campus.

Employees who violate this policy will be subject to discipline in accordance with standard personnel procedures.

Residents who violate this policy will be addressed by the community's leadership team.

RELATED POLICIES: Tobacco Free Work Environment, Drug Free Workplace