

# TUSCARAWAS COUNTY GENERAL HEALTH DISTRICT

## NICOTINE FREE HIRING POLICY

Tuscarawas County Health Department is committed to providing a healthy and safe environment for all employees, patients, clients and visitors thus TCHD no longer hire individuals who use or test positive for tobacco or nicotine products.

1. TCHD will not hire tobacco or nicotine product users.
2. Job applicants will be informed of the policy when applying for a job and be reminded of the policy upon their first interview. Applicants will also be informed that a CO breath test and/or cotinine test may be included as part of their pre-employment screening.
4. Applicants who test positive for cotinine will not be offered employment but will be eligible to reapply after 90 days.
5. All candidates for employment will be required to sign an acknowledgement form indicating that they do not presently use and will not use nicotine or tobacco products during the term of their employment.

### Current Employees

1. While this policy does not apply to current employees, TCHD encourages employees to pursue a tobacco/nicotine free life.
2. Per current TCHD policy smoking or the use of nicotine (non-therapy) products or electronic cigarettes is not permitted during work hours (including breaks and lunch period), anywhere on TCHD property and parking areas (including inside employees personal vehicles).



897 East Iron Avenue  
Dover, Ohio 44622

PHONE (330) 343- 5555  
FAX (330) 343-1601  
EMAIL [director@tchdnow.org](mailto:director@tchdnow.org)  
WEB SITE [www.tchdnow.org](http://www.tchdnow.org)