

Title: HR-5036-UMHC Nicotine Free Hiring Policy

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I. Purpose

- a. MUHC is committed to providing an environment of comfort and healing for our patients and families. Because we put the health, welfare, and comfort of our patients first, we will no longer hire nicotine users. It's MUHC's responsibility to take a stance on this health issue and promote a healthier environment for our own patients, employees and the communities in which we live and work.
- b. This policy is specific to University of Missouri Health Care (MUHC).

II. Definitions

- a. As applicable in link referenced in Section V below.

III. Process/Content

- a. As applicable in link referenced in Section V below.

IV. Attachments

- a. As applicable in link referenced in Section V below.

V. References, Regulatory References, Related Documents, or Links

- a. <https://sharepoint.missouri.edu/sites/hri/Lists/Policies/DispForm.aspx?ID=76&Source=https%3A%2F%2Fsharepoint%2Emissouri%2Eedu%2Fsites%2Fhri%2FLists%2FPolicies%2FBy%2520Category%2Easpx&ContentTypeld=0x01008715BABA6894F54584B4DB084DBBAE4A>