

## **Lawrence General Hospital Tobacco-Free Hiring Policy**

Effective March 1, 2012, all individuals who are offered a position at Lawrence General Hospital will be required to take a nicotine test as part of the pre-hire screening process. This test will be administered by the Hospital's Work Health Department and will be used to detect the presence of all forms of nicotine. Positions offered to prospective employees who test positively for nicotine will be rescinded. Individuals testing positive will be eligible to re-apply for positions at the hospital 6 months after the date of the positive nicotine test report.

This tobacco-free hiring policy is an addition to the existing pre-hire screening measures. All employment offers at Lawrence General Hospital and its affiliates are also contingent upon the successful completion of a pre-hire drug screen, an immunization record check, a motor vehicle record check, when applicable, and a criminal background (CORI) check.