



## Employment Applicants Agreement of Non-Tobacco Use for Employment

I acknowledge that the Spokane Regional Health District is dedicated to providing a healthy, comfortable and tobacco-free work environment for all employees. The reasons for a practice of hiring non-tobacco users only are simple:

### Economics and Productivity

- Employers spend an average of \$753 per year more in medical costs for a smoker than a non-smoker.
- On average, smokers are absent from work 60% more often than non-smokers.
- In addition, secondhand smoke exposure raises risk of ear infection, asthma, pneumonia and bronchitis in small children, thus adding to increased employee absenteeism to care for family illness.

### Prevention & Objectives

- Tobacco Prevention and Control is one of the Health District's primary objectives. It is important that we demonstrate healthy behaviors by our actions and through our policies that support the education and marketing of tobacco prevention efforts within the Spokane County community.
- Former U. S. Surgeon General, Dr. David Satcher, stated that "Tobacco use will remain the leading cause of preventable illness and death in the Nation...until tobacco prevention and control efforts are commensurate with the harm caused by tobacco use."

I understand that the Spokane Regional Health District serves the Spokane County community and that tobacco-use prevention is a primary objective. Further, I acknowledge that as an employee of the Health District, I will be expected to demonstrate tobacco-free behavior by my actions and by my compliance with Health District policies. Hence, I agree as a condition of my employment to be tobacco-free upon hire and to remain tobacco-free during my employment with the Spokane Regional Health District. I acknowledge that by demonstrating such behaviors, I will be educating and promoting tobacco prevention efforts to our Spokane County community.

I acknowledge that Health District employees hired prior to this policy that use tobacco are being "grandfathered" and not required to be tobacco-free, but also that they will be encouraged and assisted to quit.

My signature below acknowledges that upon hire, I will be expected as a condition of my employment to be tobacco-free, and to remain tobacco-free during my employment with the Spokane Regional Health District.

---

Signature of Applicant

---

Date

---

Print First and Last Name of Applicant