

Nursing Care Facility

Tobacco-Free Campus

Smoking or the use of tobacco products on the campuses of the Perry Lutheran Home is strictly forbidden. This policy shall also include the use of electronic cigarettes or similar devices. This policy shall be effective on July 1, 2014. Smoking or the use of tobacco products in the main buildings, support buildings, PLH vehicles, and in parking lots or on other property owned by the PLH is not allowed. This policy applies to all employees, residents, tenants, and visitors to the PLH. In addition, employees shall NOT smoke on breaks or meal breaks during their work shifts at any time or location. Employees who violate this policy shall be subject to disciplinary action, up to and including immediate termination.