



## **NEW NON-NICOTINE HIRING POLICY AT OAKWOOD HEALTHCARE**

To take further steps in preserving and improving the health of all its employees and patients, Oakwood has recently implemented a **no nicotine/tobacco hiring policy** requiring all job applicants and individuals receiving appointments to take a cotinine test during their pre-placement physical exam. This is a pre-employment test only. The cotinine test will detect the presence of nicotine in all forms of tobacco. **Beginning October 1, 2011**, appointments that have been offered to prospective residents and fellows who test positive will be rescinded.

### Oakwood's Tobacco/Nicotine Policy

To foster a healthier workforce, as well as to demonstrate to our patients and the community our strong commitment to health and wellness, as of October 1, 2011, Oakwood Healthcare will only hire nicotine/tobacco-free employees. Learn more about us at: [www.oakwood.org](http://www.oakwood.org)