
**HARTFORD HOSPITAL
HUMAN RESOURCES POLICY AND PROCEDURE MANUAL**

TOBACCO-FREE CAMPUS POLICY

Section: I. Standards of Conduct

Policy #: 118

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THIS POLICY BECOMES EFFECTIVE ON 11/19/09

Purpose: To establish and support a tobacco-free environment on Hartford Hospital's premises.

Hartford Hospital is committed to providing a safe, clean and healthy environment for our patients, visitors and staff. As a responsible community leader in healthcare, Hartford Hospital provides a tobacco-free environment to reduce health risks associated with the use of tobacco products (including, but not limited to cigarettes, cigars, pipe tobacco, chewing tobacco, smokeless tobacco, dip and snuff) and to promote and encourage healthy lifestyles throughout the community.

Policy: Hartford Hospital will be a tobacco-free environment, effective *November 19, 2009*. The use, sale or noticeable odor resulting from tobacco products is prohibited on all of its premises.

Scope:

1. This policy applies to all persons, including staff, physicians, inpatients, hospital-based outpatients, visitors, students, vendors, contractors, subcontractors, children/youths, volunteers and others in Hartford Hospital buildings, on hospital-owned grounds, parking lots, parking garages and ramps, in all hospital-owned or leased vehicles, all personal vehicles located or parked on hospital property.
2. "Premises" is defined as all Hartford Hospital owned buildings and grounds, parking lots and garages and ramps, all hospital-owned or leased vehicles and personal vehicles located or parked on hospital property.

Procedure:

1. A comprehensive communication plan will be implemented that will inform staff, visitors, patients and all others of this action. Signs will be posted at each facility's entrances and displayed in prominent, visible areas thanking individuals for not smoking or using tobacco products in accordance with this policy.
2. Staff members will be oriented to this tobacco-free policy. Human Resources will also inform employment candidates of this policy during the application process and in the new hire orientation process.

Hospital Human Resources Policy And Procedure Manual

**Philip J. Boyle, Edwin R.
DuBose, Stephen J. Ellingson, David E.
Guinn, David B. McCurdy**

Hospital Human Resources Policy And Procedure Manual:

HR Policies and Procedures Manual for Medical Practices Phd Courtney Price, 2014-06 In this updated edition of MGMA's popular HR resource you will receive guidance on developing policies and procedures and have access to more than 100 forms and policies that you can modify and use **Human Resources Policies and Procedures Manual** Inc Bizmanualz, 2014-01-01 Human Resources Procedures for Employee Management can help you easily create the Human Resources HR policies and procedures manual you need to ensure the fair treatment of employees as required by Federal law Thoroughly researched and reviewed by experts in the field this important organizational resource provides more than 800 pages of content based on best practices and it addresses important issues such as COBRA HIPAA ADA FMLA and other major Federal employment regulations This quality hardback edition also covers important employer employee topics such as job descriptions hiring and termination compensation and benefits training and development as well as general HR administration It also includes a sample Employee Handbook and an HR Managers Manual Designed for busy professionals such as HR Executives Office Managers and Business Owners Human Resources Procedures for Employee Management is an important tool in managing the most important resource in your business your employees This new edition also includes updated and complete job descriptions for every job referenced in the text Given the broad range of topics that fall under the HR rubric creating a system of policies and procedures can be a daunting task Fortunately with Human Resources Policies and Procedures Manual there is no need to start from scratch it's already been done for you **Human Resource Policies and Procedures for Nonprofit Organizations** Carol L. Barbeito, 2004-10-20 Get the tools you need to build a successful human resource management system Learn about organizational policies and procedures nondiscrimination affirmative action recruitment hiring termination compensation supervision employment conditions administration and volunteer policies the framework for developing a comprehensive human resource management system for paid employees volunteer workers and outsourced work This practical guide has handy features like a customizable CD ROM full of sample policies procedures and forms that can be easily adapted to individual nonprofit organizations of any size and it uses checklists extensively enabling you to perform a step by step implementation of a complete up to date human resource management system

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Pozgar,2024-10-23 Legal and Ethical Essentials for Health Care Administration provides a framework for the learner to understand legal issues affecting healthcare delivery help the reader apply evaluate and distinguish between the rightness and wrongness of alternative courses of action when faced with complex ethical dilemmas

Emergency Department Compliance Manual Rusty McNew,2017-06-14 Emergency Department Compliance Manual 2017 Edition provides everything you need to stay in compliance with complex emergency department regulations The list of questions helps you quickly locate specific guidance on difficult legal areas such as Complying with COBRA Dealing with psychiatric patients Negotiating consent requirements Obtaining reimbursement for ED services Avoiding employment law problems Emergency Department Compliance Manual also features first hand advice from staff members at hospitals that have recently navigated a Joint Commission survey and includes frank and detailed information Organized by topic it allows you to readily compare

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Legal Aspects of Health Care Administration George D. Pozgar, Nina M. Santucci, 2016 The most trusted resource in healthcare law is this classic text from George Pozgar now completely revised With new case studies in each chapter The 12th edition continues to serve as an ideal introduction to the legal and ethical issues in the healthcare workplace The 12th edition presents a wide range of health care topics in a comprehensible and engaging manner that will carefully guide your students through the complex maze of the legal system This is a book they will hold on to throughout their careers In addition to new cases news clippings the 12th edition introduces new real life experiences in the form of Reality Checks Course instruction is made easy with helpful instructor resources such as PowerPoint TM slides Instructor s Manual TestBank and more

Blackwell's Five-Minute Veterinary Practice Management Consult Lowell Ackerman, 2013-08-29 Blackwell s Five Minute Veterinary Practice Management Consult Second Edition has been extensively updated and expanded with 55 new topics covering subjects such as online technologies hospice care mobile practices compassion fatigue practice profitability and more Carefully formatted using the popular Five Minute Veterinary Consult style the book offers fast access to authoritative information on all aspects of practice management This Second Edition is an essential tool for running a practice increasing revenue and managing staff in today s veterinary practice Addressing topics ranging from client communication and management to legal issues financial management and human resources the book is an invaluable resource for business management advice applicable to veterinary practice Sample forms and further resources are now available on a companion website Veterinarians and practice managers alike will find this book a comprehensive yet user friendly guide for success in today s challenging business environment

Current Catalog National Library of Medicine (U.S.), 1980 First multi year cumulation covers six years 1965 70

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 1998-10-20

ACSM's Resource Manual for Guidelines for Exercise Testing and Prescription American College of Sports Medicine, Jeffrey L. Roitman, 2001 This complementary book to ACSM s Guidelines for Exercise Testing and Prescription elaborates on the Knowledge Skills and Abilities KSAs you need to study for any of the American College of Sports Medicine certification exams It also serves as a valuable professional resource behind the Guidelines New content includes updated research throughout and a reorganization of the KSAs to correspond with the sixth edition of ACSM s Guidelines Significantly revised chapters include Epidemiology of Physical Activity Physical Fitness and Selected Chronic Diseases Diet and Chronic Disease Medical and Invasive Interventions in the Management of Coronary Artery Disease Comprehensive Cardiovascular Risk Reduction in Patients with Coronary Artery Disease Smoking Cessation Policies and

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algorithms take as input a collection of all the nodes stations in our case and connections between them

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