

# HELP YOUR EMPLOYEES AND BUSINESS BE TOBACCO FREE



## FOUR BEST PRACTICES TO IMPROVING THE HEALTH OF YOUR BUSINESS

1. Implement 100% tobacco-free workplace grounds policy
2. Provide a comprehensive tobacco cessation coverage
3. Promote tobacco cessation and connect employees with the free resources from Quit Now Indiana
4. Become a Quit Now Indiana Preferred Employer

## 100% TOBACCO-FREE BUSINESS GROUNDS POLICY

Secondhand smoke exposure can have a devastating effect on your employees, your customers and the health of your business.

### The model language of the 100% workplace grounds policy should express or imply that:

1. Possession or use of tobacco products in any form: cigar, cigarette, pipe, chewing tobacco, electronic nicotine delivery devices/electronic cigarettes, etc., is prohibited
2. The adopted policy is effective 24 hours a day
3. All buildings are tobacco free
4. All grounds are tobacco free
5. Employer-owned vehicles are tobacco free
6. All employees are subject to the policy's regulations
7. All visitors and patrons are subject to the policy's regulations

NO LECTURES. NO PRESSURE. NO JUDGMENTS.  
JUST FREE HELP.

**QUIT  
now**  
INDIANA  
1.800.Quit.Now

## Benefits for the Employees

- A tobacco-free environment helps create a safer, healthier workplace.
- A smoke-free environment protects employees from harmful effects of secondhand smoke while at work.
- People who use tobacco and want to quit may have more reason to do so.
- Those who use tobacco may appreciate a clear company policy about tobacco use at work.
- Managers are relieved when there is a clearly defined process for dealing with tobacco in the workplace.

## Benefits for the Employer

- Direct health care costs to the company may be reduced.
- Employees may be less likely to miss work due to tobacco-related illnesses.
- Maintenance costs go down when tobacco, smoke, matches, and cigarette butts are taken out of work facilities.
- It may be possible to get lower rates on health, life, and disability insurance coverage when fewer employees use tobacco.

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**\$2.9**  
**BILLION**  
In Healthcare  
Costs

**\$3.1**  
**BILLION**  
In Lost  
Productivity

**\$5,800**  
Cost for Employers  
Per Employee that  
Uses Tobacco

**11,100**  
**HOOSIERS**  
Die Annually

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## COMPREHENSIVE TOBACCO CESSATION COVERAGE

Employers should offer comprehensive tobacco cessation coverage in their health insurance plans for all employees.

The U.S. Public Health Service guideline, "Treating Tobacco Use and Dependence," can serve as the **model benefit plan** so that every health insurance plan implements a comprehensive cessation benefit that includes:

- Four tobacco cessation counseling sessions of at least 30 minutes. This includes proactive telephone counseling, group counseling and individual counseling.
- All 7 Food and Drug Administration (FDA)-approved **tobacco cessation medications**.
- Coverage provided for two quit attempts per year.
- Cessation benefits with no copayments or coinsurance and not subject to deductibles, annual or lifetime dollar limits.

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## PROMOTION OF HEALTHY BUSINESS AND CESSATION RESOURCES

Employers play an important role in protecting the health and safety of their workforce. Quit Now Indiana offers free tobacco treatment services designed to help Hoosiers who use tobacco quit for good. The program features telephone, web and text-based services as well as coaches skilled in working with Hoosiers who use all forms of tobacco products, including smokeless tobacco, pipes, cigars and e-cigarettes.

## QUIT NOW INDIANA PREFERRED EMPLOYER PROGRAM

**Enroll today!** The Quit Now Indiana Preferred Employer Program gives employers access to a state-wide network of tobacco control partners, including resources to reduce tobacco use in the workplace and improve the health and wellness of your employees. Enrolling in this program also allows Quit Now Indiana to connect with an employer regarding updates on new resources, research, and other Indiana tobacco cessation promotional materials

Visit [QuitNowIndiana.com](https://www.QuitNowIndiana.com) and click **Healthy Businesses** to find out more information about integrating tobacco-free resources and programs into your workplace.

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