

NEW NONSMOKING HIRING POLICY AT CLEVELAND CLINIC

To take further steps in preserving and improving the health of all its employees and patients, Cleveland Clinic has recently implemented a **nonsmoking 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 September 1, 2007**, appointments that have been offered to prospective residents and fellows who test positive will be rescinded. Individuals who test positive will receive a referral to a tobacco cessation program paid for by Cleveland Clinic. Those individuals testing positive who test negative after 90 days may be reconsidered for appointment at the discretion of the program director should the residency position remain vacant.