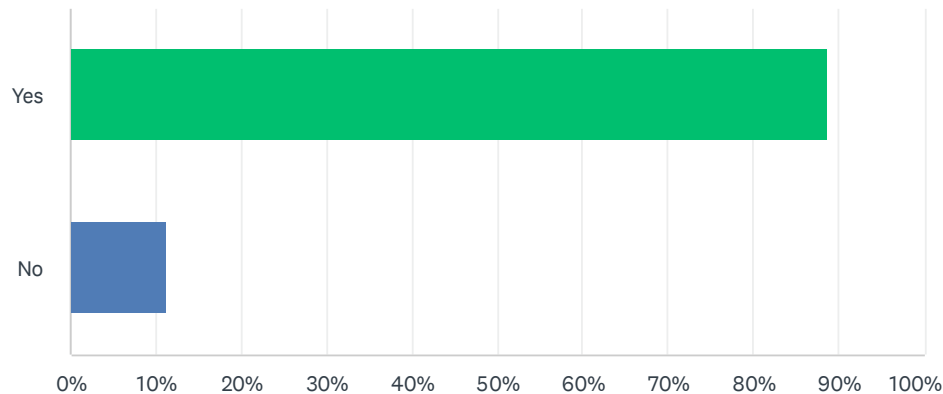


Q1 Does your practice hire smokers?

Answered: 53 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	88.68% 47
No	11.32% 6
TOTAL	53

#	COMMENTS	DATE
1	We don't ask, but prefer non-smokers	3/17/2023 3:00 PM
2	But no smoking is permitted on campus	3/17/2023 12:04 PM
3	We don't hire often and so it hasn't really hasn't come up. Am guessing as long as they don;t smell like an ashtray we would not have a problem with it	3/17/2023 12:00 PM
4	We don't ask that question when interviewing.	3/17/2023 11:46 AM
5	Tobacco users have a surcharge on their benefits premiums.	3/17/2023 11:06 AM
6	Yes but they are penalized on their insurance but we do have a smoking cessation program.	3/17/2023 10:32 AM
7	We don't ask if they are smokers, but it is made clear that we are on a no smoking campus.	3/17/2023 9:52 AM
8	We don't ask that question when we interview	3/17/2023 9:40 AM
9	We prefer not to have employees who smoke, but you have to be careful not to discriminate against them!	3/17/2023 9:22 AM
10	We didn't for several years but then the labor market changed	3/17/2023 9:11 AM
11	We do not ask this question so it is possible we may hire a smoker but if they smell like smoke at the interview, we will not hire them.	3/17/2023 9:11 AM
12	However, I have only one and will not hire anyone smelling of smoke.	3/17/2023 9:10 AM
13	This has only recently changed for our organization	3/17/2023 9:04 AM
14	Do not ask if they smoke, do inform them that we are a smoke free office on a smoke free campus.	3/17/2023 8:57 AM
15	Now effective fall of 2022, previously had not hired smokers for past 10 years.	3/17/2023 8:56 AM
16	But we are a smoke free campus	3/17/2023 8:44 AM

FRIDAY FOCUS 03/17/2023

17	We didn't for a few years, but that policy was changed recently.	3/17/2023 8:43 AM
18	I feel like this is a ridiculous question. In our interview, we do not ask the candidate if they smoke, and we certainly don't sniff their clothes.	3/17/2023 8:41 AM
19	For about 10 years we did not. Just changed the policy in the past few months	3/17/2023 8:38 AM
20	We do not ask if they smoke, but there is no smoking allowed on our property.	3/17/2023 8:38 AM
21	We don't ask if they are smokers or not	3/17/2023 8:37 AM
22	We don't ask if they smoke when hired. Only know that a few do.	3/17/2023 8:35 AM