

P1150 TOBACCO FREE POLICY FOR ALL DISTRICT-OWNED PROPERTY

BOARD POLICY:

The use of all tobacco products (cigarettes, cigars, pipes and smokeless tobacco) and look-alike products such as electronic cigarettes (E-cigarettes) is prohibited in or on all school district property. The policy applies to everyone working on, working in, using or visiting school district properties. It applies to personal vehicles on school district property and district-owned vehicles.

Administrative Implemental Procedures:

1. Employees who violate this policy will be subject to the following progressive discipline:
 - a. The first violation will result in a verbal reminder to the employee of the policy, and encouraging the employee to attend free smoking/tobacco cessation classes offered by the district;
 - b. The second violation will result in a written reprimand, with a recommendation that the employee attend the smoking/tobacco cessation classes;
 - c. Third violation will result in a written reprimand, with a requirement that the employee attend the smoking/tobacco cessation classes;
 - d. The fourth violation and subsequent violations will result in a one-day suspension without pay.
2. Visitors to school district property will be informed of the policy and asked to leave the premises if they refuse to comply.

Administrative Responsibility: Superintendent
Latest Revision Date: November 2016
Previous Revision Date: February 2011 P1150