

**Tobacco-Free Environment – Staff**

Smoking or use of inhalant delivery systems by employees on school district premises and in district vehicles is prohibited. No employee may smoke or use an inhalant delivery system on district premises or in district vehicles at any time. Employees who smoke or use an inhalant delivery system may not smoke or use the inhalant delivery system on the sidewalk in front of a school district facility. Employees who do smoke or use an inhalant delivery system must seek a smoking area off campus which is discreet and out of student/public view. Employees may carry tobacco products or an inhalant delivery system provided it is not visible to others.

Employees who violate this policy will be given a choice between accepting a written reprimand or completing a Smoke Free Program for the first violation.

A second violation will result in the requirement to complete a smoke-free class. Continued violations will result in further disciplinary action which may include dismissal or a repeat requirement to take the smoke-free class.

Smoke-free classes will be available to all employees.