

Multnomah Education Service District

Code: **GBK-AR**
Adopted: 9/12/05

Prohibition of Employee Tobacco Use

Tobacco use is prohibited, as required by Oregon law.

No staff member is permitted to use tobacco at any time, on MESD premises, in MESD vehicles or at any MESD sponsored event. Staff authorized to use private vehicles to transport MESD students to MESD-sponsored activities are prohibited from using tobacco in those vehicles while students are under their care.

Tobacco advertising and possession of tobacco paraphernalia, at any time, is also prohibited in all MESD-sponsored publications and at all MESD-sponsored events.

Definitions:

1. "MESD premises" means any building, facility, school grounds, athletic grounds or parking lot owned, leased, rented or chartered by MESD.
2. "MESD vehicle" means any vehicle owned, leased, rented or chartered by MESD.
3. "Tobacco" means any lighted or unlighted cigarette, cigar, pipe, bidi, clove cigarette, and any other smoking product, as well as spit tobacco, also known as smokeless, dip, chew and snuff in any form.
4. "Tobacco paraphernalia" means any clothing, bag, hat or other personal item that displays, promotes or advertises a tobacco product.
5. "Use of tobacco" means to smoke, inhale, dip or chew tobacco.

Notice will be given to students, families, staff and visitors of the tobacco-free policy in handbooks, newsletters and on posted signs.

Staff violations of this policy will lead to disciplinary action up to and including dismissal.

Information about community resources and voluntary tobacco-use cessation programs for staff will be provided. MESD will promote cessation and other positive alternatives to discipline. MESD's Health and Social Services program will include referrals to resources and opportunities to help staff members overcome tobacco addiction. Attendance at cessation programs not offered by MESD is voluntary and related costs are the individual responsibility of the staff member.