

USE OF TOBACCO BY EMPLOYEES

All district employees are prohibited from smoking or using tobacco products at any time in district buildings and on any property, buses, or vehicles that are owned, leased or controlled by the school district, including parking lots. Violators shall be subject to appropriate discipline pursuant to the applicable employment handbook or contracts. For purposes of this policy, tobacco products shall include any form of tobacco including, but not limited to, cigars, cigarettes, pipes, smokeless tobacco and electronic cigarettes.

Any employee expressing a desire to quit smoking or otherwise using tobacco products may be provided appropriate support and written information to facilitate his/her effort. Information on the adverse effects to health caused by smoking and other use of tobacco products shall be periodically made available to employees.