

Policy 2.35: Tobacco Prohibition

Status: ADOPTED

Original Adopted Date: 05/27/1993 | Last Revised Date: 09/13/2022 | Last Reviewed Date: 09/13/2022

It is the policy of the Board to promote the health and safety of all personnel and to promote the cleanliness of all school facilities. To this end, the Board prohibits the use, possession or sale of tobacco or vaping products on school property, including vehicles or at any school activity.

Tobacco is defined to include, but not limited to, lighted or unlighted cigarette, cigar, pipe, clove cigarette, spit tobacco, smokeless tobacco, dip, chew, or snuff, CBD products, lighters, matches, electronic cigarettes, vapes, and other similar/related products. Unidentified substances intended to be used with electronic cigarettes and/or vapes may be classified as a drug and coded as a Class III (Major Offense).

All Board administrators, directors, supervisors, and coordinators are charged with the responsibility of enforcing this policy. A person who knowingly fails to enforce this policy will be disciplined by the Board.

This prohibition shall not apply to athletic contests held outside which are open to the general public; however, smoking is discouraged at any school activity.

EMPLOYEES

Employees shall not smoke or otherwise use any tobacco product at any time while on either duty or school property. Employees who violate this policy will be subject to disciplinary action administered according to appropriate due process. Employee disciplinary action may include verbal warnings by the immediate supervisor, written warning by the immediate supervisor, written warning by the Superintendent, and/or dismissal by the Board. The following suggests a typical disciplinary procedure; however, a supervisor may choose a different procedure under certain conditions.

1st Offense: immediate supervisor will initiate and conduct a conference with the employee and remind the employee of policy requirements. A written record of the conference shall be made.

2nd Offense: Direct supervisor will write a letter of reprimand, with a copy given to the employee and the original to the employee's personnel folder at the Central Office.

3rd Offense: Referral to Superintendent for consideration of Board discipline. Discipline may include but is not limited to recommendation of termination.

STUDENTS

Student possession, use, distribution or sale of tobacco, including any smoking device, on district premises, at school-sponsored activities on or off Board premises, in Board-owned, rented or leased vehicles or otherwise while the student is under the jurisdiction of the school, is prohibited.

TOBACCO PROHIBITION

Clothing, bags, hats and other personal items used by students to display, promote or advertise tobacco products are prohibited on Board property, at school-sponsored activities or in Board vehicles. Student violations of this policy will lead to disciplinary action up to and including expulsion. Students may also be subject to removal from any or all extracurricular activities and/or denial or forfeiture of school honors or privileges. A referral to law enforcement may be made. Parents/guardians shall be notified of all violations involving their student and action taken by the school.

VISITORS

Persons other than the Board employees and students found to be in violation of this policy will be warned and requested to stop smoking on school property. Also the policy will be explained in detail to the offending person. If continued, the violator will be asked to leave the property or facility. Failure to comply could result in the involvement of with local law enforcement. Continued violations could result in an individual being enjoined from

coming onto school property.

Legal Ref: Ala. Code § 16-1-18.1
