

BOARD EMPLOYEES AND TOBACCO

The Escambia County Board of Education is dedicated to providing a healthful, comfortable, and productive work environment for students and employees.

The United States Surgeon General, in a 1986 report, The Health Effects of Involuntary Smoking, concluded that:

- (1) Involuntary smoking is a cause of disease, including lung cancer in healthy non-smokers.
- (2) The simple separation of smokers and non-smokers within the same air space may reduce, but does not eliminate, the exposure of non-smokers to environmental tobacco smoke.

In light of these findings, the Escambia County Board of Education facilities shall be entirely tobacco free, effective October 1, 1995.

The use of any tobacco products, at any time, will be strictly prohibited on all school campuses, buildings and any other assets owned by the Board of Education, including but not limited to: classrooms, offices, hallways, waiting rooms, restrooms, lunchrooms, meeting rooms, areas outside the school building on the school campus, athletic fields, vehicles, buses and all community areas. This policy applies to all employees, students, salespersons, and visitors.

All employees share in the responsibility of adhering to and enforcing the policy. Any problems should be brought to the attention of the principal or supervisor and handled through the normal chain of command. Any employee who violates this policy will be subject to the following disciplinary actions:

- 1st Violation: Verbal Warning given and documented by immediate supervisor and reported to Superintendent.
- 2nd Violation: Written Warning given by immediate supervisor and a copy forwarded to Superintendent.
- 3rd Violation: Final Written Notice given by immediate supervisor and forwarded to the Superintendent for recommendation to the Board of Education for dismissal.