

## **TOBACCO FREE**

Smoking and the use of all tobacco products by anyone is prohibited in all school buildings and on any school property owned by the Board or under Board control. Such prohibition includes school-sponsored events held on school property

Smoking and use of tobacco products by Board employees on duty and students is prohibited during field and athletic trips and at school-sponsored events held on property not under the control of the Board. Parents and other volunteers who participate in field and athletic trips shall be requested to refrain from smoking and using tobacco products during such trips.

Students who violate this policy will be punished, with possible consequences being among those listed under Class II Consequences under Classification of Violations and Consequences in the Madison County School Student Code of Conduct.

Employees who violate this policy may be subject to disciplinary action to include verbal warning by immediate supervisor, written warning by immediate supervisor, written warning by the Superintendent, and/or dismissal by the Board. In any disciplinary action taken, due process will be followed in accordance with State and local law and policy.

Approved: June 1996  
Revised: March 2002  
Approved: April 2002

## USE OF TOBACCO BY THE EMPLOYEES OF THIS SCHOOL SYSTEM

The Limestone County Board of Education, in compliance with a State Board of Education regulation as amended on May 11, 1995, and in order to protect the health and welfare of this policy to prohibit the use of tobacco products on school property at any time.

1. (a) Employees of the Board of Education who violate the Limestone County Board of Education tobacco policy will be reported to the Superintendent on the first offense which will require a personal conference with the Superintendent. A written reprimand then will be sent to the employee, and a record of the incident will be placed in the employee's file.  
  
(b) A second violation reported to the Superintendent will require a hearing for the employee to appear before the Board for a penalty that may include an extended time off work without pay or possible termination. All proceedings will be directed by current school law to protect the rights of the employee.
2. Visitors on school property will be appropriately notified by properly placed signs and regular announcements on the PA systems that tobacco use is not allowed on school property at any time in order to protect the health and welfare of all people on the premises. Visitors violating this policy will be asked to stop the violation. If the violation continues, then the visitor will be asked by the principal/security officer to leave the grounds. Failure to do so may be grounds for charges of trespass against the individual. The principal may ask the superintendent and the board to take away the visitor's rights to come on the school campus for a specific period of time set out in a letter to the individual, signed by the Superintendent.

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SOURCE: *Limestone County Board of Education, Athens, Alabama*  
ADOPTED: *February 20, 1986*  
AMENDED: *August 16, 1993*  
AMENDED: *September 30, 1993*  
AMENDED: *May 6, 1996*