

## **Tuscaloosa City Schools**

### **Smoking/Use of Tobacco Products by Students**

**FILE: JGJ**

The Tuscaloosa City Board of Education, because of the high degree of evidence available, views smoking and other uses of tobacco and tobacco products as being detrimental to health and a significant contributor to lung, heart, and other associated diseases. The Board considers knowledge and understanding of good health practices as being a primary objective of education.

Therefore, it is the policy of the Board that students shall not be permitted to possess, smoke, or use tobacco products in any form while in school buildings, on school grounds, or in school buses during the school day or during any school sponsored activities.

Students who are found in violation of this policy will be:

1. placed on immediate suspension from school.
2. given a disciplinary hearing.
3. subject to final disciplinary action determined by the Board of Education based on the circumstances of the offense.

### **TOBACCO-FREE WORKPLACE POLICY (Support Employees)**

**FILE: GCRL**

The Tuscaloosa City School system is declared tobacco-free. This Tobacco-Free Workplace Policy includes all Tuscaloosa City Schools facilities, buildings, grounds, school-system vehicles, and other Tuscaloosa City School property as well as all school-sponsored events. Programs will be provided to assist employees in cessation of smoking and other use of tobacco products.

Parents and other volunteers who participate in school-related activities will also refrain from using tobacco products during such activities.

This policy will go into effect January 1, 1994.

### **Tobacco-Free Workplace (Staff and Faculty)**

**FILE: GBRL**

The Tuscaloosa City School System is declared tobacco-free. This Tobacco-Free Workplace Policy includes all Tuscaloosa City School facilities, buildings, grounds, school-system vehicles, and other Tuscaloosa City School property as well as all school-sponsored events. Programs will be provided to assist employees in cessation of smoking and other use of tobacco products.

Smoking and/or use of tobacco, in any form, by all employees, both certified and non-certified, is hereby prohibited on, or in, all school property at all times, including extracurricular activities. Extracurricular activities are those activities that occur at any time and place that are school related and/or supervised. They include, but are not limited to, all athletic events, proms, field trips, class trips, academic competitions, riding of school vehicles.

Disciplinary Actions:

1<sup>st</sup> Offense - Supervisor and/or principal will inform the Superintendent, in writing, of violation. The Superintendent will write a letter of reprimand, with a copy given to the employee and the original to the employee's personnel folder in the Central Office.

2<sup>nd</sup> Offense - Supervisor and/or principal will inform the Superintendent, in writing, of violation. The employee will be asked to come before the Board in executive or public session (employee's choice) to explain why he/she is unable to comply with the Tobacco Use policy. Documentation will be placed in the employee's personnel folder in the Central Office.

3<sup>rd</sup> Offense - Supervisor and/or principal will inform the Superintendent, in writing, of violation. The Superintendent will recommend to the Board to start termination procedures in compliance with Title 16, The Code of Alabama.

Parents and other visitors who participate in school-related activities will also refrain from using tobacco products during such activities.

This policy also applies to groups or organizations using any Tuscaloosa City Schools facility.