

**Walker County Schools
Tobacco Policy**

MAJOR OFFENSES - CLASS III

3.03 Use or possession of tobacco products

Holding of a cigarette/cigar, etc., inhaling the smoke of tobacco, or the using of any other tobacco products; also to include possession/use of matches and lighters

DISCIPLINARY ACTIONS/MAJOR OFFENSES - CLASS III
ADMINISTRATIVE OPTIONS

1. Suspension and/or recommendation for expulsion after parent contact and conference
2. Recommendation for expulsion
3. Alternative School Placement

PERSONNEL TOBACCO POLICY

1. The Walker County Board of Education intends to maintain a tobacco-free environment in accordance with the Safe School Regulations of the Alabama State Board of Education.
2. All persons, including school personnel and visitors, are prohibited from using any tobacco products on school property or at any school-sanctioned activity.
3. Failure on the part of School Board Personnel to comply with this policy will result in the following actions administered by their immediate supervisors:

First Offense	Employee will be verbally reprimanded.
Second Offense	Employee will be written up and documentation placed in his or her personnel file.
Third Offense	Employee will be placed on a one-day leave without pay.
Subsequent Offenses	The Board may choose to begin proceedings on grounds of insubordination.

4. Any person accused of an offense will be given due process in a timely manner.