

Emery County School District



Policy: GBED—Smoking on School Premises by Employees & Volunteers

Date Adopted: 17 August 1988
Current Review / Revision: 19 July 2006

Tobacco is the number one killer and leading cause of preventable death in Utah. This policy as stated is established to:

- 1) reflect and emphasize the hazards of tobacco use;
- 2) be in compliance with state and federal laws;
- 3) protect the health and safety of all students, employees and the general public; and
- 4) set a non-tobacco use example by adults.

The word tobacco shall include cigarettes, cigars, pipes, smokeless, or other tobacco products in any form.

School District property shall be tobacco-free 24 hours a day, 365 days per year. This includes all days when school is not in session and all functions taking place on school property, such as athletic events and other activities not associated with or sponsored by the School District.

Employees

The use of tobacco products by any school employee on district property (including school campus sidewalks), in school district vehicles or at school-sponsored functions is prohibited.

District personnel who violate this policy will be subject to the following procedures:

- First Offense: A verbal and written warning by the employee's immediate supervisor.
- Second Offense: A written formal reprimand by the employee's immediate supervisor to be placed in the employee's personnel file. Encourage participation in a cessation program.
- Third Offense: Possible leave without pay or termination of employment.

Volunteers

Individuals volunteering at school or school related activities are to refrain from using tobacco products on school property, in school district vehicles, and during school related activities, on or off school property. School administrators are to ensure that all volunteers are aware of this requirement and that District policy is followed.