

TOBACCO-FREE WORKPLACE FOR EMPLOYEES

USE OF TOBACCO PRODUCTS STRICTLY PROHIBITED
IN/ON ALL SCHOOL FACILITIES AND/OR GROUNDS

No employee shall use any tobacco product in any facility in any school vehicle or anywhere on school grounds maintained by the District.

Employees

Employees who are found in violation of this policy shall be subject to the following:

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| First offense | Verbal warning by designated person in each facility |
| Second offense | Written warning by designated person in each facility |