

TOBACCO USE VIOLATION PROCEDURES (PERSONNEL)

The success of this policy will depend upon the thoughtfulness, consideration and cooperation of smokers and non-smokers. All individuals on school premises share in the responsibility of adhering to and enforcing this policy. The first violation will result in a verbal warning to the staff member. If a second violation should occur, a written warning will be issued to the staff member with a copy placed in his or her district personnel file. Further violations shall be considered insubordination and shall be dealt with accordingly based on established policies and procedures for suspension and dismissal of staff.

REFERENCE:
09/05

ADMINISTRATIVE REGULATION:
- 1 - APPROVED: 7/01/07