

Employee Policy #323 Tobacco Use

Purpose:

The Board of Trustees recognizes that tobacco use during school hours and on school property presents a health and safety hazard that can have serious consequences for the user and the nonuser and the safety of the schools.

Definitions:

For purposes of this policy, **tobacco use** shall mean all use of tobacco, including cigars, cigarettes, pipes and smokeless tobacco.

Authority:

- The Board prohibits tobacco use by employees in the school building and on any property, buses, vans or vehicles that are leased by the SusQ-Cyber Charter School (“Charter School”.)
- The Board prohibits tobacco use by employees at school-sponsored activities that are held off school property.

Guidelines:

- The Charter School shall annually notify employees about the Charter School’s tobacco use policy by publishing it in the employee handbook.
- Incidents of possession, use and sale of tobacco by any person on school property shall be reported the CEO.
- Violations of this policy may constitute cause for disciplinary action.

Delegation of Responsibility:

The CEO shall be responsible for the implementation and enforcement of this policy. The CEO shall establish procedures to enforce this policy that may include suspensions and termination for repeat offenders.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL. THIS POLICY IS NOT INTENDED TO CONFLICT WITH CHARTER REQUIREMENT.