

## TOBACCO-FREE ENVIRONMENT

The Board of School Trustees of the Lafayette School Corporation is dedicated to providing a healthy environment for students, staff and citizens. The board believes that education has a central role in establishing patterns of behavior related to good health, and supports measures to help students and staff to resist tobacco use. The board recognizes and supports the positive impact and the importance of adult role-modeling for students during their formative years in a tobacco-free environment. The board believes it is the right of the nonsmoker to breathe clean air. The board further joins with the American Cancer Society, the American Lung Association, and the American Heart Association in promoting a tobacco-free young America.

### Implementation

The board has created a tobacco-free school environment. The tobacco-free environment shall include all buildings owned by the Lafayette School Corporation, athletic facilities and corporation-owned vehicles. Athletic facilities include those facilities with outdoor seating areas. The board shall delegate to the administration the designation of appropriate smoking areas permitted in the outdoor athletic facilities areas as well as smoking areas on the grounds of a school which are at least 30 feet from any public entrance to a building. Non-student adults and adult students at the Lafayette Adult Resource Academy may smoke in designated smoking areas, their vehicles, or on any public easement.

In addition to employees, the policy shall be applicable to visitors, vendors and contractors. Students are prohibited from using tobacco products.

Lafayette School Corporation employees shall be encouraged to remind visitors of the commitment to children through the implementation of this policy and seek their cooperation and assistance in maintaining a tobacco-free environment.

Appropriately worded signs shall be installed to inform the public about the restrictions on the use of tobacco products.

### Enforcement

In the event that an employee shall violate this policy: disciplinary action against the employee shall occur:

1. For the first violation: A written warning shall be placed in the employee's personnel file.
  2. For the second violation: A written reprimand shall be placed in the employee's personnel file.
  3. For the third violation: The employee shall be required to attend and fully pay the costs of a cessation program as determined by the superintendent of schools.
  4. For the fourth violation: The act shall be considered insubordination leading to the dismissal of the employee. Applicable laws shall be followed in dismissal proceedings.
- Incidents of violation of this policy shall be maintained on a year-by-year basis.
  - Incidents documented and filed shall follow procedures as outlined in bargaining agreements and/or applicable policy.

Legal Reference: I.C. 16-41-37-1

Board Adopted: October 11, 1993

Revised: July 11, 2005; January 12, 2009