

TOBACCO FREE WORKPLACE (ALSO ADC)/ STAFF NO SMOKING/SMOKING

SMOKING

The Smoking Restrictions in Schools Act, prohibits the use of tobacco and all tobacco products on school property. School property shall include but not be limited to all buildings, grounds and facilities, including school busses and field trip sites, which are under jurisdiction of the School Committee.

The School Department posted information relating to smoking cessation programs in each building prior to March 1, 1993, as required by the law. The Department will assist in setting up programs locally, but will not fund such programs.

Violation of the Law will result in the following actions which are to be documented by the Principal or his/her designee:

First Offense-Verbal warning by the Principal, followed by a letter to the staff person within three days of the violation. A copy of the letter shall be placed in the staff member's personnel file. The school Principal will encourage the staff member to consider participation in a smoking cessation program.

Second Offense – The Principal of the school building (or area listed in the first paragraph above) in which the violation occurred will report the repeated violations to the Superintendent of Schools who will inform the bargaining unit representing the employee. A letter of reprimand shall be placed in the employee's personnel file.

Third Offense-The principal shall report the faculty member to the superintendent who shall meet with the faculty member. Disciplinary action up to and including termination may occur.

LEGAL REFS.: Rhode Island General Law 23-20.9-1

Policy Adopted: May 23, 1994

Revised: October 28, 2024