

Tobacco-Free Workplace

In order to promote the general health, welfare and well-being of students and staff, smoking, chewing or any other use of any tobacco products by staff shall be banned from all school property.

For purposes of this policy, the following definitions shall apply:

1. "School property" shall mean all property owned, leased, rented or otherwise used by a school including but not limited to the following:

- a. All interior portions of any building or other structure used for instruction, administration, support services, maintenance or storage. The term shall not apply to buildings used primarily as residences, i.e., teacherages.
- b. All school grounds over which the school exercises control including areas surrounding any building, playgrounds, athletic fields, recreation areas and parking areas.
- c. All vehicles used by the district for transporting students, staff, visitors or other persons.

2. "Tobacco" shall include cigarettes, cigars, pipe tobacco, snuff, chewing tobacco and all other kinds and forms of tobacco prepared in such manner as to be suitable for chewing, smoking or both. "Tobacco" shall include cloves or any other product packaged for smoking.

3. "Use" shall mean lighting, chewing, inhaling or smoking any tobacco product. This policy shall be published in employee handbooks, posted on bulletin boards and announced in staff meetings. Employees found to be in violation of this policy shall be subject to appropriate disciplinary action.

Exemptions

The Board shall consider requests for exemptions from this policy which demonstrate that extraordinary circumstances exist to warrant such an exemption and which do not violate federal law.

Requests for exemptions from staff members shall be submitted to the person having direct responsibility for control of the building or grounds (building principal or building supervisor as applicable). The request shall include steps that will be taken by the staff within the next year to work toward compliance with the district's tobacco-free policy. If applicable, the building level accountability committee shall review the request and make a recommendation to the building principal. The administrator's recommendation shall be forwarded to the Board for final decision.

To the extent funds are available, each school is encouraged to operate and maintain an educational program to assist staff members in avoiding and discontinuing use of tobacco.

Adopted June 14, 1988
Revised November 15, 1994
March 15, 2016

LEGAL REFS.: 20 U.S.C. §6083 (Federal law prohibits smoking in any indoor facility used to provide educational services to children.)
C.R.S. 22-32-109 (1)(bb)
C.R.S. 25-14-103.5
6 CCR 1010-6, Rule 5-306

CROSS REFS.: ADC, Tobacco-Free Schools
GCQF, Discipline, Suspension and Dismissal of Professional Staff
GDQD, Discipline, Suspension and Dismissal of Support Staff