

TOBACCO-FREE WORKPLACE FOR EMPLOYEES

**USE OF TOBACCO PRODUCTS STRICTLY PROHIBITED
IN/ON ALL SCHOOL FACILITIES AND/OR GROUNDS**

No employee shall use any tobacco product in any facility in any school vehicle or anywhere on school grounds maintained by the District.

Employees

Employees who are found in violation of this policy shall be subject to the following:

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| First offense | Verbal warning by designated person in each facility |
| Second offense | Written warning by designated person in each facility |
| Third offense | Referral to police by designated person in each facility; subject to disciplinary personnel action |
| Fourth offense | Subject to termination of employment |

Statutory References:

RSA 155:64 – 77, Indoor Smoking Act

RSA 126-K:6, Possession and Use of Tobacco Products by Minors

RSA 126-K:7, Use of Tobacco Products on Public Educational Grounds Prohibited