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Revised Policy - Volume 35, No. 2 - July 2023

4215 ~~USE OF TOBACCO BY SUPPORT STAFF~~ TOBACCO USE PREVENTION

The Board of Managers recognizes that the use of tobacco presents a health hazard that can have serious consequences both for the user and the nonuser and is, therefore, of concern to the Board.

~~For purposes of this policy, "use of tobacco" shall mean all uses of tobacco, including a cigar, cigarette, pipe, snuff, or any other matter or substance that contains tobacco, as well as electronic, "vapor," or other substitute forms of cigarettes.~~ For the purposes of this policy, "tobacco" is defined to include any lighted or unlighted cigarette, cigar, pipe, bidi, clove cigarette, and any other smoking product; spit tobacco, also known as smokeless, dip, chew, nicotine punch and snuff, in any form; and all electronic nicotine delivery systems (ENDS), such as e-cigarettes and vape and hookah pens.

The use of tobacco products poses health issues for the user, and second-hand smoke is a threat to the personal health of others. In addition, nicotine is a powerfully addictive substance, and the use of tobacco products could lead to a nicotine addiction. In order to protect students and staff who choose not to use tobacco from an environment noxious to them, and because the Board cannot, even by ~~indirection~~ indecision, condone the use of tobacco, the Board prohibits the use of tobacco by support staff members at all times within any facility owned or leased or contracted for by the Cooperative.

~~[NOTE: Please choose one (1) of the following two (2) options]~~

~~[OPTION 1]~~

Such prohibition also applies

- A. on school grounds
- B. in all vehicles owned or operated by the Cooperative, including, but not limited to, school buses, special purpose buses, vans, trucks, and cars
- C. at any school-related event ~~(-)~~ except at designated times ~~(-)~~ and in designated areas.

~~[END OF OPTION 1]~~

~~[OPTION 2]~~

~~[] The Board also prohibits the use of tobacco anywhere on the campus of any facility owned or leased or contracted for by the Cooperative or its member corporations, including but not limited to practice fields, playgrounds, football fields, baseball fields, softball fields, pool areas, soccer fields, tennis courts, and all open areas areas, and this prohibition will shall remain in effect at all times. Furthermore, the Board prohibits the use of tobacco in all vehicles owned or operated by the Cooperative or its member corporations, including, including but not limited to, to school buses, special purpose buses, vans, trucks, and cars.~~

~~[END OF OPTION 2]~~

~~[END OF OPTIONS]~~

Employees who violate this policy shall be subject to disciplinary action in accordance with applicable Board policies ~~()~~ and an applicable ~~Collective Bargaining Agreement~~.

~~The Director, principals, and building level administrators shall ask an individual a non-employee who is smoking in violation of this policy to refrain from smoking and cause to be removed from Cooperative property an the individual who is smoking in violation of this policy and fails to refrain from smoking after being asked to refrain from smoking.~~

~~[] The Director's administrative guidelines shall include a comprehensive plan to communicate the prohibitions set forth in this policy regarding the use of tobacco, as defined herein, by students, staff, parents, vendors vendors, and any other individuals in the Cooperative's schools, offices, and/or other facilities, as well as on the grounds of the Cooperative's schools, offices offices, and other facilities. The plan also shall also communicate the prohibitions set forth in this policy regarding the use of tobacco tobacco, as defined herein herein, by those who drive, or are passengers in, Cooperative vehicles of any type.~~

I.C. 16-41-37
20 U.S.C. 6081 et seq.
20 U.S.C. 7181 et seq.

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Legal 20 U.S.C. 6081 et seq., 20 U.S.C. 7181 et seq.
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