

## HUMAN RESOURCES

### Tobacco or Tobacco-Like Product Use Policy

Tobacco or tobacco-like product use is prohibited inside all district facilities, on all district property and in all district vehicles. For the purposes of this policy, “tobacco and tobacco-like products” shall include, but not be limited to, cigarettes, cigars, snuff, smoking tobacco, smokeless tobacco, liquid nicotine, nicotine delivery devices, electronic cigarettes, vapor devices, vapor pens, non-prescribed inhalers, and any other smoking equipment, device, material or innovation.

District facilities that are rented or leased to other agencies will be governed by this policy unless an exception is included in the usage agreement with the agency.

Notices advising district employees and patrons of this policy shall be posted in appropriate locations as determined by the superintendent. Employee and student handbooks shall include notice that using tobacco or tobacco-like products in district facilities or vehicles or on district property is prohibited. An employee who violates the terms of this policy may be subject to discipline, up to and including, reprimand, suspension, discharge or non-renewal in accordance with the provision of board policy, state law, and/or applicable collective bargaining agreements. The district may also refer the matter for criminal prosecution.

Cross Reference:	<a href="#">Board Policy 3200</a> <a href="#">Board Policy 3309</a> <a href="#">Board Policy 4205</a>  <a href="#">Board Policy 5150</a>	Student Rights and Responsibilities Definitions Use of Tobacco or Tobacco-Like Products on School District Property Drug-Free Workplace
Legal References:	<a href="#">RCW 28A.210.310</a>  <a href="#">RCW 70.155.080</a>  <a href="#">RCW 70.160.070</a>	Prohibition on use of tobacco products on school property Purchasing, possessing by persons under eighteen—Civil infraction—Jurisdiction Intentional violation of chapter—Removing, defacing, or destroying required sign— Fine—Notice of infraction—Exceptions— Violations of RCW <a href="#">70.160.050</a> —Fine— Enforcement
Adopted:	<u>March 18, 1991</u>	Revised: <u>December 9, 2008</u>
Revised:	<u>August 23, 1993</u>	Updated: <u>February 2012</u>
Revised:	<u>November 21, 1994</u>	Revised: <u>September 23, 2014</u>
Revised:	<u>February 27, 2001</u>	Updated: <u>February 2018</u>
Updated:	<u>April 2003</u>	