

## **SECTION G: PERSONNEL**

**GBED**

### **TOBACCO-FREE WORKPLACE, STAFF NO SMOKING, SMOKING**

In accordance with Rhode Island Law 92-230, Smoking Restrictions in Schools Acts, tobacco product use is prohibited in all school buildings, playgrounds, the school administration building, indoor athletic facilities, school gymnasiums, locker rooms, school buses, other school vehicles, all outside areas within twenty-five (25) feet of any school building, and at all school sponsored activities held on school grounds. Smoking and other uses of tobacco products are prohibited at any athletic or recreational facilities in accordance with Town Ordinance 96-8-27. Ordinance attached and considered part of the No Smoking Policy. "NO SMOKING" signs will be prominently displayed in all school facilities and on school grounds.

Violation of Town Ordinance 96-8-27 will result in fines in accordance with the Ordinance. Violation of Rhode Island Law 92-230, Smoking Restrictions in Schools Acts, will result in the following actions for staff members:

**First Offense** - The principal will inform the staff person of the "Smoking Restrictions in Schools Act." The school principal will encourage the staff member to consider participation in a smoking cessation program.

**Second Offense** - Verbal warning by principal, followed up with a letter within three days of the violation; principal will encourage the staff member to consider participation in a smoking cessation program.

**Third Offense** - The principal of the school building in which the violation occurred will report the repeated violations to the Superintendent of Schools who will inform the bargaining unit representing the employee. The staff member will be subject to disciplinary action.