

POLICY: TOBACCO FREE WORKPLACE

The Millinocket School Board recognizes that the use of tobacco can be a significant health problem for employees. It further recognizes that the good health and wellness of its employees is of benefit to the total educational program.

Thus, it is against Millinocket School Department Policy for any employee to use tobacco on school grounds or at school functions.

Violation of this policy will result in the following consequences:

First: Verbal Warning  
Second: Written Warning  
Third: One-day suspension without pay

Recurrences:

Any employee who continues to use tobacco products in violation of the policy shall be suspended with pay pending the outcome of hearing procedures before the School Board.

It is the intent of the Millinocket School Board to offer a one-time district-wide goodwill opportunity to participate in a smoking cessation clinic provided by the committee for any staff member who chooses to participate.

Any costs for alternative programs beyond the coverage of the health insurance program will be paid by the employee.

CROSS REFERENCE: ACD & JICG

Approved: 8/26/92  
Reviewed: 12/11/96