

## TOBACCO USE BY STAFF MEMBERS / SMOKING

The use, possession and distribution of tobacco products, e-cigarettes and nicotine liquid containers, alcoholic beverages, mood-altering substances and illicit drugs is prohibited in the following locations:

- School grounds.
- School buildings.
- School parking lots.
- School playing fields.
- School buses and other District vehicles
- Off-campus school-sponsored events.

These activities are prohibited at any time, including non-school hours (24/7). In addition, products designed or manufactured to imitate the products included in the definitions are prohibited, regardless of whether they contain tobacco or nicotine.

The meaning of the terms included herein shall be as provided in New Mexico Administrative Code 6.12.4.1 through 6.12.4.9. Notice of this policy shall be made by a listing of prohibited items that will be included in a Tobacco, Drug and Alcohol Free School notice posted at the entrance to school buildings and athletic events.

The District will develop a communication plan including information in students and employee handbooks, announcements, and appropriate signage.

The Superintendent may establish procedures necessary to implement this policy. Disciplinary penalties may be imposed in accord with policies of the District regarding employee conduct and disciplinary actions. Referrals to resources to help staff overcome tobacco addictions shall be provided to staff that are found to be in violation of this policy. The Superintendent may establish procedures for employees to receive training in the provisions of this policy, existing and emerging tobacco products, trends in youth tobacco use, prevention education and cessation support on an annual basis.

The prohibitions do not apply to an adult when possession or use of the tobacco products are for demonstration purposes as a necessary instructional component of a tobacco prevention or cessation program that is:

- Approved by the school.
- Established in accord with New Mexico Revised Statute.

*Adopted:*    Date of manual adoption

LEGAL REF.: 24-16-3 et seq. NMSA Dee Johnson Clean Air Act 6.12.4.8 NMAC  
1994 Op. Att'y Gen. No. 94-03, 1994 N.M. AG LEXIS 4.  
20 U.S.C. 6083 **Pro-Children Act of 1994 (Environmental Tobacco Smoke)**.  
34 C.F.R. Part 85 Drug Free Workplace Act

CROSS REF.: GBEB - Staff Conduct  
GCQF - Discipline, Suspension, Termination and Discharge of Professional Staff Members  
GDQD - Discipline, Suspension, Termination and Discharge of Support Staff Members  
JICG - Tobacco Use by Students  
KF - Community Use of School Facilities  
KFAA - Tobacco Use on School Premises at Public Functions