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**TOBACCO/NICOTINE/ELECTRONIC CIGARETTE
USE BY STAFF**

The School Board is committed to providing students, staff, and visitors with a tobacco and smoke-free environment. The Williams Bay School District prohibits the use of all tobacco and/or nicotine products, and electronic cigarettes, at all times on school premises, whether during the school day or outside the school day, and at all school-sponsored activities off school premises in which students are a part. School premises includes all property owned by, rented by, or under the control of the District including buildings, grounds, and vehicles.

For purposes of this policy, "use of tobacco" means to chew or maintain any substance containing tobacco, including smokeless tobacco, in the mouth to derive the effects of tobacco, as well as all uses of tobacco, including cigars, cigarettes, pipe tobacco, chewing tobacco, snuff, any other matter or substances that contain tobacco, in addition to papers used to roll cigarettes and/or the smoking of electronic, "vapor," or other substitute forms of cigarettes, clove cigarettes and any other lighted smoking devices for burning tobacco or any other substance.

Building principals shall be responsible for disseminating information regarding this policy prohibition, including posting appropriate signs on school premises.

Employees violating this policy will be subject to disciplinary action, up to and including discharge, and referral to law enforcement authorities.

Tobacco and/or nicotine cessation products are exempt from this policy.

The term "electronic cigarette" means any oral device that provides a vapor of liquid nicotine, lobelia, and/or other substance, and the use or inhalation of which simulates smoking. The term shall include any such devices, whether they are manufactured, distributed, marketed, or sold as e-cigarettes, ecigars, e-pipes, vaporizers, or under any other product name or descriptor.

LEGAL REFERENCE: Wisconsin Statutes Sections 101.123; 120.12(20); 134.66(1)(f);
139.75(12)

APPROVED: May 24, 2021