

**Bigfork School District # 38**

**PERSONNEL**

**5225**

Tobacco Free Policy

The following stipulations constitute the tobacco policy for School District employees:

1. All school buildings are hereby declared as tobacco free areas. No use of tobacco will be permitted in Bigfork School District facilities.
2. Use of tobacco will not be allowed on any school property by employees while on duty.
3. New employees of the district will be hired with the understanding that they will be directed not to use tobacco at their place of work.
4. Limitations or prohibitions on tobacco use are applicable to school hours and/or all working hours.

Legal Reference: 20-5-411, MCA Use of tobacco product in  
Public school building or  
Property

50-40-101, et. Seq., MCA Montana Clean Indoor Act of 1979

Adoption Date: 1/6/99