

SMOKE-FREE ENVIRONMENT

Section 1.1 To promote the health and safety of all students and staff and to promote the cleanliness of Hawthorn property, Hawthorn prohibits all employees, students and visitors from smoking or using tobacco products, electronic cigarettes, vaporizers or imitation tobacco or cigarette products in all Hawthorn facilities, on Hawthorn transportation, on all Hawthorn grounds at all times and at any school-sponsored event or activity while off campus.

Section 1.2 Students and employees who violate this policy will be disciplined in accordance with Board policy and may be offered referrals to smoking cessation programs. Employees may be terminated for repeated violations. Visitors who violate this policy may be asked to leave.