**Weapon-Free Workplace Policy**

**PURPOSE**

Our establishment, [Company Name], prohibits the wearing, transporting, storage, or existence of firearms or other dangerous weapons in our facilities or on our property, which include everywhere that company businesses are run, such as customer site, client locations, trade shows, restaurants, company event venues, and so on, in order to ensure a safe environment for employees and customers. Any employee found in possession of a firearm or any other weapon while on our premises or performing other work duties may face disciplinary action, including termination. If a client or guest breaks this policy, they may be ejected from the premises and reported to the police.

**SCOPE**

This rule applies to all [Company Name] employees, including contract workers and temporary employees, as well as customers and visitors on company property. A permit to carry a weapon on business property does not take precedence over company policy. Employees who violate this policy will face disciplinary action, which could include termination.

**DEFINITION**

Firearms or other potentially lethal weapons imply:

- any mechanism from which an explosion can discharge a projectile

- Slingshot

- sand club

- metal knuckles

- any mimicked firearm operated by gas or compressed air

- any spring blade knife

- any knife that opens or is ejected open by an outward, downward thrust or movement - any club-like tool that provides a reasonable danger of injury

All company-owned or leased buildings, as well as adjacent surroundings such as sidewalks, walkways, roads, and parking lots, are referred to as "company property." All company-owned or leased vehicles, as well as all vehicles that enter corporate property, are subject to this regulation.

**EXEMPTIONS**

- This policy does not applicable to the following items:

- any law enforcement officer performing official tasks

- any security personnel with official responsibilities

- someone performing official tasks while participating in military activities supported by the federal or state government

**NOTIFICATION**

Signs stating "No Firearms or Other Dangerous Weapons" will be prominently displayed throughout all [Company Name] premises, as well as in the parking lots and grounds around our facilities. These signage will make it obvious that firearms and other weapons are not permitted on our premises or in our facilities.

**PERSONAL PROPERTY SEARCHES**

[Company Name] reserves the right to search all company-owned or leased vehicles, as well as packages, containers, briefcases, purses, lockers, desks, enclosures, and persons entering its property, at any time and at its discretion, to determine whether any weapon is being brought onto its property or premises in violation of this policy. Employees who fail or refuse to allow a search under this policy in a timely manner will face disciplinary action, including termination.

**ENFORCEMENT**

The HR department is in charge of enforcing and administering this policy. Anyone with particular questions or concerns about this policy should contact HR.