

WALLACE COUNTY

PERSONNEL POLICIES AND PROCEDURES MANUAL

20.0

WEAPONS IN THE WORKPLACE POLICY

20.1 Purpose

The purpose of this policy is to inform employees of the County's policies regarding weapons in the workplace.

20.2 Statement of Policy

It is the policy of Wallace County to prohibit all person from brandishing, intentionally displaying, discharging or using weapons in the workplace, at County-sponsored functions, in County vehicles, or in or on County property, except for certified law enforcement officers, Federal law enforcement and protective service personnel, members of the Uniformed Services actively engaged in the performance of their duties, Sheriff's Deputies, and security guards licensed to carry firearms and retained by the Wallace County Government who are performing such services. Other than the excepted persons identified above, it is outside the scope of employment for any County employee or contractor to brandish, intentionally display, use, discharge, point, or threaten any person with the use of a weapon in the workplace or in the exercise of his or her duties under any circumstances.

Employees and officials, who are not otherwise prohibited by state or federal law or the operation of from possessing a firearm, may carry concealed handguns, consistent with the Personal and Family Protection Act, as amended, in any unsecured building open to the public which is not posted as prohibiting the carrying of concealed weapons.

Employees, officials, and all persons other than certified law enforcement offices, Federal law enforcement and protective service personnel, members of the Uniformed Service actively engaged in the performance of their duties, Sheriff's Deputies, security guards licensed to carry firearms, who are actually performing such services, are prohibited from carrying, possessing, using, or transporting weapons, including concealed handguns, in any County vehicle or while performing services for the County in any location except within an unsecured County building open to the public or as otherwise prohibited by law.

Other than concealed handguns properly carried under the Personal and Family Protection Act, as amended, the term "weapons" includes, without limitation, firearms of all types and sizes, whether loaded or not; air guns, BB guns, and the like; simulated weapons; knives, swords, switchblades, razors, and the like – other than small pocket knives, utility knives, kitchen knives, and the like; clubs, bludgeons, batons, bats, and

the like; incendiary or explosive devices or any sort whatsoever; martial arts weapons, including but not limited to, nun chucks, throwing stars and the like; and any item carried with the intent or used to threaten or intimidate another. The term “weapons” shall not include the lawful possession of personal security devices, intended for use by members of the public, including by not limited to mace, pepper spray, or other personal defense sprays.