



## FIREARMS IN THE WORKPLACE POLICY

### **PURPOSE**

This Policy is designed to compliment the County's 'Violence in the Workplace Policy'. The intent is to minimize the risk that use of a firearm may result in accidental or intentional harm and minimize the potential for intimidation caused by the presence of firearms.

### **POLICY**

Except as provided in this policy, employees are prohibited from carrying any firearms while on-duty and are prohibited from carrying firearms on County property at any time. This includes employees who have obtained a concealed weapons permit. For purposes of this policy:

1. On-duty means any time the employee is performing work for or on behalf of Washington County. This includes, but is not limited to any travel on County business, attending community meetings, classes or conferences. On-duty does not include "on-call" or "standby" status, except that the employee shall be subject to the policy upon commencing regular duty. It does not include the employee's commute between the employee's residence and his or her regular work site, but the firearm shall not be stored on County property.
2. County property means any County owned or leased property, facilities, equipment or vehicles. It includes, but is not limited to parking lots, common areas and private vehicles while in use on County business.

### **EXCEPTIONS**

1. Sworn law enforcement officers and assistant deputy district attorneys shall be subject to the policies, procedures and decisions of the Sheriff and District Attorney, respectively.
2. The County Administrator, or his designee, may issue written authorization for an employee to carry a firearm if, in his sole discretion, the employee's job responsibilities or personal circumstances warrant an exception. This shall be subject to such limitations as are specified in the authorization. This authorization is not a substitute for compliance with all federal, state or local laws and the employee shall be responsible for such compliance.

### **VIOLATIONS**

Violation of this policy shall be a basis for discipline up to and including termination. Discipline is in addition to, and not in lieu of, any criminal or other action provided by law. Violation of this policy may be deemed malfeasance or willful or wanton neglect of duty, in which case the County may decline to indemnify and defend an employee in a civil suit relating to the employee violating this policy.