

## **POLICY 409**

### **WEAPONS IN THE WORKPLACE**

**Effective 05-01-2021, Resolution No. 014-21**

As part of Johnson County Government's commitment to a safe and productive work environment, it is the policy of the County to prohibit the use and display of weapons in the workplace by unauthorized individuals. Except as provided in this policy, only certified law enforcement employees and other employees whose official job description requires them to carry a weapon are authorized to use, threaten to use, or intentionally display any weapon in the workplace or in the performance of their work. Except where required in a written job description, possession or use of a handgun or other weapon by an employee is outside of the scope of employment.

#### **Definitions**

The term "weapons" includes, without limitation, firearms of all types and sizes whether loaded or not; air guns, BB-guns, pellet guns, and the like; simulated weapons; knives, swords, switchblades, razors, and the like; clubs, bludgeons, batons, bats, and the like; incendiary or explosive devices of any sort; martial arts weapons including num-chuks, throwing stars, and the like; any item carried with the intent or used to threaten or intimidate another; and any item designated a weapon by the County Manager. The term "weapons" does not include the lawful possession of personal security devices intended for use by members of the general public including personal defense sprays such as mace and pepper spray, and personal tasers or stun guns, and does not include small pocket knives, utility knives, and kitchen knives, provided that such items are not carried with the intent or used to threaten or intimidate another.

#### **Concealed Weapons**

Consistent with the Kansas Personal and Family Protection Act, employees who are legally qualified to carry a concealed handgun may do so while on duty in any public or unsecured area of any building open to the public that does not display a sign specifically prohibiting the carrying of concealed firearms, in outdoor areas, and while driving or riding in a County or personal vehicle. The right to carry a concealed handgun is subject to other applicable laws and to procedures adopted by the County Manager.

Any employee who chooses to carry a concealed weapon to work is personally responsible for the safe keeping and handling of the weapon and for any damage or injury that results from the employee's decision to carry a weapon. Workers' compensation coverage may be denied to an employee who is injured as the result of carrying a concealed weapon.

#### **Johnson County Park and Recreation District**

This policy is not intended to restrict the Johnson County Park and Recreation District (JCPRD) from establishing programs and activities involving the use of weapons. JCPRD employees who use weapons in the course of their assigned duties in relation to such programs and activities will not be in violation of this policy provided that the weapon is used in compliance with JCPRD policies and procedures, the employee does not use the weapon in a threatening or intimidating manner, and the employee does not point a firearm at another human being regardless of the intent.

#### **Reporting**

All employees are responsible for maintaining a safe work environment and are expected to report violations of this policy and the related Human Resources Procedure as part of that responsibility.

Employees will not be subject to retaliation for good faith reporting or for participating in an investigation of a reported violation.