

## **Saint Joseph's College Policy Guidebook**

### **Human Resources**

**Section Name:** Work Rules

**Section Number:** 5.20

**Effective Date:** 7/1/2020

---

### **SUBJECT: Possession of Dangerous Weapons or Material**

---

#### **Purpose:**

To ensure that Saint Joseph's College maintains a safe workplace for all employees, the College prohibits the possession or use of any dangerous weapons or material on College property.

#### **Applicable to:**

All Faculty and Staff

#### **Policy:**

Faculty and Staff members are prohibited from possessing any dangerous weapon or material on College property or at any other location they may be required to be as part of their employment. In accordance with Maine State law, an employee may keep a firearm in the employee's vehicle as long as the vehicle is locked and the firearm is not visible.

College property is defined as all College-owned buildings and surrounding areas such as sidewalks, walkways, forested areas, paths & trails, open fields and parking lots. Dangerous weapon or materials includes, but is not limited to, firearms, knives, fireworks, explosives, martial arts equipment, BB guns, pellet guns, paintball guns, and any other item that might be considered dangerous or could cause harm. The College reserves the right to require the removal from College property any item or material it considers dangerous or potentially dangerous.

Any employee in violation of this policy will be subject to disciplinary action, up to and including termination.