

## Weapons Policy

The OSHA General Duty Clause Section 5 (1)(a) requires that employers provide a workplace free from recognized hazards that cause or are likely to cause death or serious physical harm. Weapons are considered prohibited recognized hazards under this provision and accordingly [Company] does not permit any employees or visitors to possess firearms or weapons on [Company] property at any time even if the individual is licensed to carry a concealed weapon or firearm under state law. Company property includes all company owned or leased buildings; areas surrounding those buildings such as sidewalks, walkways, driveways; and company vehicles. The only exception to this policy is for law enforcement officers visiting in an official capacity.

**[IF NECESSARY TO INCLUDE]** *Under [state/local] law, [cite state and local governing law & regulations here], an employee's firearms or weapons must be kept in the individual's vehicle throughout the time the individual is present on company property.*

Violation of the company weapons policy will result in disciplinary action, which may include suspension without pay, termination, and referral for criminal prosecution.