

POLICY PROHIBITING WEAPONS IN THE WORKPLACE

Employees may not at any time while on any property owned, leased or controlled by the School District of Independence (District), including anywhere that District business is conducted, possess, carry, or use a “weapon” in the course of the employee’s employment. This policy does not prohibit employees from storing a weapon in the employee’s own motor vehicle driven or parked on property owned by the District so long as the storage conforms to State and Federal laws. Unless otherwise provided by Wisconsin law, it is a direct violation of District policy to possess weapons on District property, in District vehicles, or in the course of employment. Unless otherwise provided by State law, possessing weapons on District property, in District vehicles, or during the course of employment is cause for disciplinary action, including termination.

Regardless of whether an employee possesses a concealed weapons permit or is allowed by law to possess a “weapon,” weapons are prohibited in the workplace and during the course of employment.

Purpose:

To help ensure a safe workplace for all employees.

Guidelines:

1. A “weapon” is defined to include firearms, electric weapons (a.k.a. tasers), billy clubs, knives or any other object created or intended for causing injury.
2. “District property” is defined as all District-owned or leased buildings and surrounding areas such as sidewalks, walkways, driveways and parking lots under the District’s ownership or control. This policy also applies to all District-owned or leased vehicles.
3. The District reserves the right to post signs on District-owned or leased building entrances banning weapons on its premises.
4. The District reserves the right to conduct unannounced searches of District property, vehicles and facilities at any time.
5. The District reserves the right to inspect employee workstations, purses, backpacks, briefcases and other personal items where a weapon may be stored on District premises at any time.
6. Employees may seek approval from the Superintendent for a waiver of this prohibition based on unique circumstances. Such requests shall be made in writing and indicate the basis for the exception.
7. Any employee who is uncertain whether an instrument or device is prohibited under this policy is obligated to request clarification to ensure he or she is not in violation of this policy.
8. A violation of this policy is a serious infraction of the District’s work rules and may result in discipline up to and including termination of employment.

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