

Weapons-Free Workplace

TOWN OF MARSHFIELD

Weapons-Free Workplace Policy

Purpose

To ensure that the Town of Marshfield maintains a workplace safe and free of violence for all employees, the Town prohibits the possession or use of dangerous weapons on Town property or at a Town work-site.

Persons Covered

All Town of Marshfield workers are subject to this provision, including contract workers and temporary employees. Police Department personnel who carry weapons as part of his or her job function are excluded from this policy.

A license to carry the weapon does not supersede Town policy. Any employee in violation of this policy will be subject to disciplinary action, up to and including termination.

Definitions

“Town property” is defined as all Town owned or leased buildings and surrounding areas such as sidewalks, walkways, driveways and parking lots under the Town’s ownership or control. This policy applies to all vehicles on Town owned or controlled property.

“Dangerous weapons” includes firearms, explosives, knives, and other weapons that might be considered dangerous or that could cause harm. Weapons that are needed for a legitimate job function are excluded from this policy.

Employees are responsible for making sure that any item possessed by the employee is not prohibited by this policy.

Searches of Personal Property

The Town of Marshfield reserves the right at any time and at its discretion to search with reasonable suspicion all Town owned or leased vehicles and all vehicles, plus packages, containers, briefcases, purses, lockers, desks, enclosures and persons entering its property, for the purpose of determining whether any weapon is being, or has been, brought onto its property or premises in violation of this policy.

Employees who fail or refuse to promptly permit a search under this policy will be subject to discipline up to and including termination.