

Title:	Weapons at Work	Effective Date:	04/17/2013
Author:	Camille Tanner	Last Review Date:	06/23/2021
Location:	All Locations	Last Revision Date:	11/22/2016
Functional Area:	Human Resources		

POLICY

To ensure Liberty Healthcare Corporation, and its affiliates, (Liberty) maintains a safe workplace, free of violence for all employees. Liberty prohibits the possession or use of dangerous weapons on company or client property. A license to carry the weapon on company or client property does not supersede Liberty policy.

Dangerous weapons include, but are not limited to, firearms, explosives, knives, tasers and other weapons that might be considered dangerous or that could cause harm.

Company or client property is defined as any company or client owned or leased buildings and surrounding areas such as sidewalks, walkways, driveways and parking lot under the company or client's ownership or control. This policy applies to all company or client owned vehicles, as well as personal vehicles used while performing work for Liberty.

PROCEDURE

Liberty reserves the right at any time and at its discretion to search all company-owned or leased vehicles and all vehicles, packages, containers, briefcases, purses, lockers, desks, enclosures and persons entering its property, for the purpose of determining whether any weapon 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 or are found to possess dangerous weapons will be subject to discipline, up to and including termination.

This policy shall be modified and subject to any restrictions imposed by the state law in which you may actually be working. Those limitations shall only apply to employees within that state.

Approved By: _____

Revision History

Version	Date	Author	Summary of Changes
#1	04/17/2013	Camille Tanner	Policy Created
#2	10/30/2020	Camille Tanner	Policy reviewed; no changes
#3	06/23/2021	Camille Tanner	Policy reviewed; no changes