

# BERMUDIAN SPRINGS SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: WEAPONS

ADOPTED: March 14, 2006

REVISED:

	417.1. WEAPONS
1. Purpose	The Board is committed to maintaining a safe work environment for all employees. Since weapons on school property or at school functions present a danger to those present and a direct disruption to a safe and orderly environment, the Board adopts this policy. Those school authorities charged with the responsibility for enforcing the provisions of this policy must do so in a firm, decisive manner.
2. Authority SC 510	The Board prohibits the possession, use, or distribution of a weapon by an employee in the workplace, unless the employee can establish that said possession, use, or distribution is lawful under law.
3. Definitions	<p>For purposes of this policy, the following are definitions.</p> <p><b>Weapons</b> – shall include but not be limited to any firearm, knife, instrument, look-alike weapon, ammunition, or any other implement capable of inflicting bodily harm.</p> <p><b>Workplace</b> – shall include any school building, grounds, vehicle, or other site owned, leased, or contracted, whether permanently or temporarily, by the Bermudian Springs School District; or any site where an employee conducts, supervises, takes part or participates in a school-sponsored or school-approved activity, event, or function.</p> <p><b>Possess</b> – shall include but not be limited to having possession of; to control; to have on one's person, concealed in one's clothing or belongings, in a locker, or in a vehicle.</p> <p><b>Use</b> – shall include but not be limited to display, handle, load, operate, point, or discharge a weapon.</p> <p><b>Distribute</b> – shall include but not be limited to transfer, transportation, trade, or exchange in any manner of any weapon to any person, when such act takes place in a setting in which students are under the jurisdiction of the district.</p>

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<p>4. Guidelines</p>	<p>As a condition of employment, each district employee shall abide by this policy. Any employee who violates the terms of this policy shall be subject to suspension or other appropriate action, up to and including termination of employment and referral for prosecution, at the discretion of the Board.</p> <p>Each current employee shall be given a copy of this policy, and each new employee shall be given a copy upon commencing employment with the district.</p> <p><u>Exceptions</u></p> <p>Exceptions to this policy shall be limited to the following:</p> <ol style="list-style-type: none"><li>1. An employee has the approval of the building principal to possess a weapon in conjunction with a curricular or extracurricular activity. In such cases, the employee shall make arrangements with the principal for the transportation and care of the weapon.</li><li>2. The employee's supervisor has determined that the possession of the weapon was not a threat to the well-being of students or other employees.</li></ol>
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