



## **PROHIBITING WEAPONS IN THE WORKPLACE**

The Archdiocese of Cincinnati and its Affiliates (defined as any entity that is subject to the administrative authority of the Archbishop of Cincinnati under Canon Law) are committed to providing a safe workplace for their employees and all those who enter their property or premises. The term “premises” includes all buildings or land owned by the Archbishop/Archdiocese/Affiliates or that is under the administrative control of the Archbishop. Accordingly, the Archdiocese has adopted the following policy on weapons in the workplace.

### **POLICY**

This Policy applies to all employees and other persons entering Archdiocesan/Affiliate property or premises regardless of whether such employee or other person possesses a valid license that permits the carrying of a concealed weapon and regardless of Ohio House Bill 99 (R.C. 109.78(D)(2); R.C. 5502.703).

#### ***Prohibited Use***

Except in the very specific circumstances listed below (see “Permitted Use”), the possession, transfer, or use of weapons is prohibited while on Archdiocesan/Affiliate property or premises, including without limitation, while in Archdiocesan/Affiliate- owned vehicles. Weapons in schools may only be allowed for trained security personnel as described below.

Weapons prohibited by this policy include without limitation: firearms (including concealed handguns), firearm replicas, objects indistinguishable from firearms, ammunition look-alike’s (dummies or duds), tasers, explosives, night sticks, spring loaded knives, and other objects designated to intimidate or injure people. Nothing in this policy prohibits an employee or other person who possesses a valid license that permits the carrying of a concealed weapon from transporting or storing a firearm and ammunition in his or her personal vehicle on Archdiocese/Affiliate premises where the vehicle is permitted to be, such as a parking lot. If the employee or other person is outside of the vehicle, the firearm and ammunition must be locked in a trunk, glove box, or other enclosed compartment within or on the vehicle.

#### ***Permitted Use***

This Policy shall not prohibit the following persons from carrying a firearm on Archdiocesan/Affiliate property or premises provided the person possesses valid photographic identification:

- (1) law enforcement officers; and





- (2) security personnel employed by or contracted with the Archdiocese/Affiliate and who: (a) have either received a certificate of having satisfactorily completed an approved basic peace officer training program or have completed twenty years of active duty as a peace officer; and (b) have been granted written permission by a management official of the Archdiocese/Affiliate to carry a firearm while on duty.

In addition, persons with a valid CCW (carrying concealed weapon) permit and who receive written authorization by a management official from the Archdiocese/Affiliate to meet a security need may carry a firearm on Archdiocesan/Affiliate property. However, in no circumstances shall this permitted use exception apply to allow the possession, use, or carrying of a firearm or weapon of any kind on school grounds, including in the school building, on the school premises, on the school parking lot, anywhere within the school property's boundaries, on the school bus, or at any school activity (i.e. an activity under the auspices of a school). In other words, the only persons who may carry a firearm on school grounds are the persons listed under Permitted Use (1) and (2) above.

Any Archdiocesan/Affiliate employee who violates this policy may be subject to discipline, up to and including termination of employment.

