

14.30 Firearms and Other Dangerous Weapons

Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc. to prohibit the possession, transport or storage of firearms or other dangerous weapons on property owned or leased by the organization.

Procedure:

For the purposes of this policy, “firearms and other dangerous weapons” includes, but is not limited to: handguns, long guns, known explosives, knives, and other weapons as defined by federal, state, or local law. “Licking/Knox Goodwill Industries, Inc. property” includes all company owned or leased vehicles, buildings, and surrounding areas such as sidewalks, walkways, driveways, and parking lots that are either under the control of, or owned by, Licking/Knox Goodwill Industries, Inc.

As stated in Policy and Procedure 14.04, *Security Inspections*, “Authorized representatives of Licking/Knox Goodwill Industries, Inc. may inspect not only desks and lockers, but also persons entering or leaving the premises, their packages or belongings...for illegal drugs, alcohol, firearms, explosives, or other prohibited materials.” Such searches shall be conducted only under probable cause or reasonable suspicion and shall be performed in accordance with applicable legal search procedures.

Employees of Licking/Knox Goodwill Industries, Inc. are responsible for immediately reporting any known or perceived violation of this policy to the Director of Facilities, Director of Human Resources, or the CEO/President. Failure to report the presence of a firearm or other dangerous weapon on/in Licking/Knox Goodwill Industries, Inc. property shall result in disciplinary action up to and including termination. Under no circumstances shall an employee place him/herself in a potentially dangerous situation when confronting an individual in possession of a firearm or other dangerous weapon.

It is permissible for employees or other individuals in possession of a valid, unexpired Concealed Carry license issued by the State of Ohio, or any other state sharing reciprocity with Ohio, to store a firearm in their personal vehicle while on Licking/Knox Goodwill Industries, Inc. property, provided that such storage is in compliance with the most recently published Ohio Concealed Carry Laws Manual and, the vehicle is locked when unattended. Licking/Knox Goodwill Industries, Inc. reserves the right to inspect an employee’s concealed carry license and retain a copy in the employee’s personal file.

Signs prohibiting persons from carrying firearms or concealed firearms on or onto that land or those premises shall be posted in a conspicuous manner on all property owned or leased by Licking/Knox Goodwill Industries, Inc.

Any questions or concerns regarding this policy shall be directed to the Director of Facilities. This policy is not applicable to law enforcement personnel.

Violations of this policy will result in prompt disciplinary action up to and including termination of employment. Violations may be reported to local law enforcement.