

City of New Haven Weapons Policy

Purpose: The purpose of this policy is to ensure the safety of all municipal employees and the general public; to regulate the possession of weapons and/or explosive devices during the course of the work day; to set acceptable standards of conduct concerning the displaying, brandishing, possessing or transporting of any weapon within the confines of any city owned, leased or rented offices, buildings, vehicles or property. This policy does not apply to employees of the Police Department who lawfully possess and are required by the Department to carry weapons

Issuing Authority: The Chief Administrative Officer is the issuing authority for this policy.

Enforcement Authority: Daily administration and enforcement is the responsibility of all Coordinators and Department Heads.

Policy

1. **In order to avoid a potentially dangerous situation to bodily life and limb, any employee found to be in violation of this policy shall be subject to immediate termination.**

- a) No employee shall bring any weapon or dangerous instrument into any City worksite.
- b) No employee shall use or attempt to use, or even threaten to use a weapon or dangerous instrument in a City worksite.
- c) No employee shall cause or threaten to cause death or physical injury to any individual in a City worksite.

2. Many employees of the City of New Haven have legally valid municipal and State permits for the possession and transportation of firearms. Notwithstanding these permits, employees are **STRICTLY PROHIBITED** from possessing any weapons and/or explosive devices during the course of their work day or in performance of their City duties. Further, no weapons or explosive devices of any sort, either open or concealed, shall be allowed on work premises including:

- a) lockers
- b) private vehicles parked on City of New Haven property
- c) any City owned, leased or rented property including vehicles

The City views this prohibition as essential to ensure that a safe and efficient work place is provided for City employees and for the general public.

Definitions

Weapon: Any firearm or air gun (loaded or unloaded), knives (with a blade longer than 1.5"), clubs, metal or brass knuckles, sling shots, stilettos, cross bows martial arts instruments, or any electronic defense device with which an electronic impulse or current may immobilize or kill an animal or person.

Dangerous Instrument: Any instrument, article, or substance that under the circumstances is capable of causing death or serious physical injury.

Work Day: Any time an employee is engaged in the performance of duties on behalf of the City of New Haven including travelling to and from his/her workplace.

Issuing Authority: 

Effective Date: 12/11/09

Previously Revised: Date 12/09

A copy of this policy is available for review at the Department of Human Resources. It is also available on the City's computer network at N:\POLICIES.