

Employment
Series 400

Policy Title: Weapons Free Work Environment Code No. 410

Policy Statement

Heartland AEA maintains a weapons and firearms-free workplace. "Workplace" is defined as the site for the performance of work done in the capacity as employee. This includes school district facilities, other school premises or school district vehicles. Workplace also includes non-school property if the employee is at any school-sponsored, school-approved or school-related activity, event or function, such as field trips or athletic events where students are under the control of the school district or where the employee is engaged in school business.

Scope of Policy

Heartland AEA staff members will not go armed with, possess, carry or transport firearms or other dangerous weapons on Heartland AEA or school property, including shelter care educational program locations. This prohibition includes firearms and weapons kept in privately owned vehicles driven or parked on Heartland AEA or school property.

Accountability Overview

Failure to comply with this prohibition will result in serious disciplinary action, up to and including, notification of law enforcement, legal action and termination without previous verbal or written warnings.

For their own protection and the protection of students, staff members are required to report immediately to their supervisor any incidents of violation of this policy.

Date of Adoption:
May 12, 2020
Reviewed: _____
Amended: _____