

## **Weapons Policy**

Applies to: All employees, visitors, and contractors

### I. POLICY STATEMENT

Dartmouth College is committed to maintaining a safe and secure environment in which to conduct educational activities for its students, faculty, employees, visitors, and contractors. This policy applies to all employees, visitors, and contractors. This policy is one step towards reducing risk.

### II. DEFINITIONS

- A. College Property: All Dartmouth College property, whether owned, leased, or controlled by Dartmouth, including but not limited to buildings, grounds, parking lots/garages, and vehicles. For purposes of this policy only, Dartmouth property does not include non-student residences leased from Dartmouth or rural off-campus Dartmouth land holdings where hunting has been allowed, such as the Second College Grant.
- B. College Event: Any event that is sponsored or co-sponsored by Dartmouth whether or not such event takes place on Dartmouth College property.
- C. Weapon: All firearms (including paintball guns, BB guns, and/or guns that shoot projectiles), ammunition, gunpowder, fireworks, explosives, and incendiary devices.

### III. POLICY

The possession, manufacture, transfer, sale, or use of weapons by anyone on College Property or at any College Event, without the explicit authorization of Dartmouth, is expressly prohibited. Likewise, the possession, manufacture, transfer, sale, or use of weapons is prohibited while conducting Dartmouth business, whether or not on College Property, or at a College Event. This prohibition exists whether or not a federal or state license to possess the weapon has been issued to the possessor. The only exceptions to this policy are as follows:

- A. Authorized law enforcement officers or authorized military personnel, in performance of their official duties, and to the extent they are legally permitted to possess weapons in the State of New Hampshire;
- B. Employees legally permitted to possess weapons in the State of New Hampshire, to the extent that such possession is necessary as a part of an academic, research, or work-related activity. Such use must have received prior written approval by the Director of the Department of Safety and Security (“DOSS”) or his/her designee; and

- C. College-sanctioned employee groups or events where a weapon is required as part of the curriculum or activity. Such use must have received prior written approval by the Director of the DOSS or his/her designee.

Anyone possessing, manufacturing, transferring, selling, or using a weapon other than those in the exception categories listed above will be asked to immediately cease and desist and remove that weapon from College Property or a College Event.

#### IV. CORRECTIVE ACTION AND INTERVENTION BY LAW ENFORCEMENT

Employees violating this policy may be subject to corrective action, up to and including termination of employment. Employees, visitors, or contractors may also be subject to arrest by appropriate law enforcement if they do not remove the weapon from College Property or from a College Event after a request from the DOSS. These actions may be taken even if the person in possession of the weapon is licensed by a state or federal agency to possess, manufacture, transfer, sell, or use the weapon. Possession of unlicensed weapons, on the other hand, may lead to criminal prosecution by the appropriate jurisdiction as well as corrective action, up to and including termination of employment.

#### V. OBLIGATION TO REPORT

Any member of the College community who observes an individual possessing, manufacturing, transferring, selling, or using a weapon and who reasonably believes that the individual is doing so without the consent of Dartmouth College as set forth in this policy, should immediately report this to the DOSS. Likewise, any member of the College community who observes unattended items they reasonably believe to be weapons should also immediately report to the DOSS the description and location of these items.

#### VI. REQUESTS FOR EXCEPTIONS TO THIS POLICY

Only under the most unusual circumstances will an exception to this policy be granted. Requests for an exception may be made in writing to the Director of the DOSS or his/her designee. The Director or his/her designee will review the request in consultation with appropriate members of the College's administration and will respond to the requestor in writing with his/her decision.

#### VII. QUESTIONS ABOUT THIS POLICY

Questions about the applicability of this policy should be directed to the Director of the DOSS or the department/division's HR Consultant before the item is brought on College Property or to a College Event.

This policy is intended to assist in the consistent application of Dartmouth College policies and programs for employees. Dartmouth College reserves the right to modify this policy in whole or in part, at any time, in its sole discretion.