

Next Review Date: 1/2024

Last Reviewed: 1/2021

Review Responsibility: Board and Administrative Policies Committee

FCCS PROCEDURE

NO.: 3C

SUBJECT: WEAPON FREE

Approved by: Executive Council

Effective Date: 4/29/04

Date(s) of Revision: 4/06, 6/14/06, 10/20/08; Apr 19, 2017; Jan 26, 2021

Responsible for Implementation: All Staff

No person shall possess a weapon or have a weapon under his or her control while on FCCS property, agency work areas or conducting FCCS business unless otherwise provided for below.

Procedures:

- 1) For the purpose of this policy, agency work area is defined to include all Franklin County Children Services offices and program locations, whether owned or leased, and any location where employees conduct business as representatives of Franklin County Children Services, including agency vehicles.**
- 2) For the purpose of this policy, the term “weapon” includes, but is not limited to, handguns, firearms, explosives, knives, mace, pepper spray, tasers, and other items that may be defined as weapons under state, federal or local laws or ordinances.**
- 3) This policy does not apply to any law enforcement or security personnel engaging in their official duties.**
- 4) Employees with a valid concealed handgun license may ONLY store handguns in their personal vehicles in agency parking lots if each handgun and all the ammunition is locked within the trunk, glove box, or other enclosed**

compartment or container within or on the person's privately-owned motor vehicle.

- 5) No employee with a valid concealed handgun license is allowed to bring a weapon or ammunition out of their privately-owned vehicles while on agency property.**
- 6) Employees who possess a valid concealed handgun license when transporting clients, must store any handguns, ammunition and/or weapons in a secure manner in the trunk.**
- 7) For staff and client safety, weapons cannot be stored in agency buildings.**
- 8) FCCS does not alter job duties or position descriptions to accommodate the ability to possess a weapon on FCCS property, agency work areas or while conducting FCCS business.**
- 9) The "weapons free" policy does not preclude the use of tools needed to perform specific job functions nor was it meant to prevent the use of items that by definition are not weapons in the traditional sense.**
- 10) It is a felony under state law to carry a firearm in a prohibited area. Employee violations will be reported to law enforcement authorities and disciplinary action up to and including termination of employment.**
- 11) FCCS will not be liable in any civil action for damages, injuries, or death resulting from or arising out of another person's actions involving a firearm or ammunition transported or stored pursuant to R.C. 2923.1210, including the theft of a firearm or ammunition from an employee's automobile.**