



# University of North Alabama

## Employee Policy Manual and Handbook

### Dangerous Weapons and Firearms Policy

#### PURPOSE

The University of North Alabama seeks to maintain a welcoming and safe environment for students, employees, and visitors, and adopts this policy for possession of dangerous weapons and firearms on campus and at events.

#### DEFINITIONS

Campus – all property owned, leased, or controlled by the University and any affiliated buildings and outdoor premises, such as parking lots and other outdoor property.

Firearm – a pistol, handgun, rifle, or shotgun and any associated ammunition.

Dangerous Weapon – Includes the following:

- Any device that shoots or delivers a bullet, BB, pellet, arrow, dart, flare, electrical charge, or other projectile, whether loaded or unloaded, including those devices powered by CO2.
- Any explosive device, including fireworks.
- Any instruments/devices that are designed or may be used as a weapon to injure or threaten another individual, including, but not limited to, non-culinary knives with a blade greater than four (4) inches.
- A firearm, as defined herein, is not included in this definition of dangerous weapon.

#### POLICY

Except as otherwise stated in this policy or as otherwise allowed by law, the University of North Alabama (UNA) prohibits the possession, transportation, and use of firearms and other dangerous weapons on campus. This policy applies to all persons on campus, including faculty, staff, students, contractors, and visitors. The University Police Department provides temporary storage (no more than 48 hours) for lawfully possessed firearms at its campus police department.

Consistent with Alabama law, all persons are strictly prohibited from possessing firearms at locations where security guards and other security features are employed, such as athletic events.

This policy will be published in the Employee Policy Manual & Handbook, University Police Department Policy and Procedures, and Student Handbook, and supersedes any contrary provisions.

#### ENFORCEMENT

Persons not on campus and in violation of UNA policy are trespassers and may be dealt with accordingly, including, but not limited to, being removed from campus and receiving a written directive to remain off campus. Contractors and vendors are expected to comply with policy and contract terms. Violations of Alabama law may be dealt with by appropriate law enforcement. Student violations may be addressed in accordance with the Code of Student Conduct as well as other applicable policies and may include sanctions, up to and including expulsion. Employee violations may be resolved in accordance with employer policies, up to and including termination.

#### EXCEPTIONS

This policy does not prohibit use or possession of dangerous weapons or firearms:

1. By certified law enforcement officers acting within the scope of their employment;
2. By private security, who with express prior permission of the University Police Department, possess firearms or dangerous weapons while in the employ of UNA or for a permitted event;
3. By members, coaches, and authorized staff of a recognized team or course who are acting within the scope of activities that the University Police Department has pre-approved (i.e. ROTC members);
4. At the President's home;
5. By law enforcement officers who are attending classes as students. If, however, law enforcement officers are not in uniform during class, they must keep their weapon(s) concealed.

No other individual may possess a firearm on campus, except for a lawfully-possessed firearm, properly maintained in the individual's privately-owned motor vehicle in a manner that satisfies all requirements and prerequisites of Alabama law. Any other use or possession of dangerous weapons or firearms on campus must be authorized by the University Police Department.

### **SCOPE**

This policy applies to all faculty, staff, students, contractors, vendors, or visitors to the UNA campus.

*\*Policy adopted from the University of Alabama with permission.*

*Approved by the Shared Governance Executive Committee and President Kitts, March 14, 2023  
Interim Policy, pending approval by the Board of Trustees*