

# MTSA FIREARM AND WEAPONS POLICY (FORMERLY TITLED WEAPONS)

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## POSSESSION OF FIREARMS

Ensuring a safe work and learning environment and the prevention of workplace violence is of paramount importance to MTSA. Firearms inside the school pose a potential threat to the safety and security of our employees and students or while employees and students are engaged in the work or business of school, whether on-site or off-site.

The carrying of a firearm of any kind while inside any school building or leased space, on school property, inside a school-owned vehicle, or while school business, on or offsite, is strictly prohibited, and is a violation of school policy. Violation of this policy shall subject an employee or student to discipline. Forms of discipline may include, but shall not be limited to: reprimand, termination, suspension or expulsion.

The school may not restrict an employee or a student from transporting or storing lawfully possessed firearms in the employee's or student's privately-owned vehicle, while the vehicle is in school designated parking areas, if and only if *all* of the following requirements are satisfied:

1. The employee's or student's vehicle is operated or parked where it is permitted to be; and
2. The firearm is either:
  - a. kept inside the vehicle and out of sight, while the employee or student is attending the vehicle; or
  - b. kept out of sight, locked in a compartment, container, or in the interior of the vehicle or in a compartment or container securely affixed to the vehicle, when the vehicle is unattended; and
3. The employee or student has not been convicted of any crime of violence, nor is subject to a Domestic Violence Order, as those terms are defined by Tennessee law; and
4. The employee or student has no prior documented incidents of workplace threats or violence; and
5. The employee or student has not been committed to a psychiatric hospital or similar treatment facility for inpatient or outpatient treatment.

**If employees and students do not meet requirements of the provisions above, they shall be prohibited from having a firearm in a vehicle on school property.**

Neither Tennessee law nor school policy allows persons to possess and store firearms in vehicles owned by another individual.

# INQUIRIES INTO FIREARM AND/OR WEAPON POSSESSION

In the event the school believes an employee or student poses a risk of danger to themselves or others, the school reserves the right to make further inquiry as to whether an employee or student has a firearm or weapon on school property. In the event the school learns that an employee or a student has a firearm in a vehicle, the school has the right to question any employee or student in order to determine that the above conditions are satisfied.

If it is found that the employee or student is not in compliance with the law and school policy, the employee or student may be subject to disciplinary action as herein defined.

# REPORTING FIREARMS AND/OR WEAPONS IN THE BUILDING

Any employee or student who is aware of a firearm and/or weapon of any type or form within the building or that an employee or student has a firearm and/or weapon in their possession while engaging in company business off-site has an obligation to report this information immediately to a MTSA administrator. It is the responsibility of everyone to do what is necessary to ensure the safety of all individuals in the company.

# DEFINITIONS

For the purposes of this policy, "firearm" has the same meaning given such term in 18 U.S.C. § 921(a).

The term "weapon" shall include, but not be limited to the following: knives with a three (3) inch blade or longer, fighting weapons *i.e.* nunchuks, daggers, etc., brass knuckles, stun guns.

Such items are strictly prohibited inside a school owned building or school-leased space, on school property, inside a school-owned vehicle, or while conducting school business, on or offsite, Possession of such items is strictly prohibited and is considered an intolerable offense, subject to discipline as herein defined.