



PERSONNEL POLICY

SUBJECT: POSSESSION OF DEADLY WEAPONS ON PUBLIC PROPERTY

DATE: January 1, 2017

Number: 206-16

I. Statement of Policy

Consistent with Fulton County's Workplace Violence Policy, the County strictly prohibits employees from possessing weapons of any kind at the workplace. This prohibition includes firearms, knives, mace, or any instrument or device that could be used or fashioned for attack. Employees are not permitted to bring weapons to the work site or keep weapons on County property. County property covered by this policy includes property of any nature that is owned, controlled or used by the County including but not limited to work sites, vehicles, offices, desks, file cabinets, and lockers. This policy is designed to promote the health and safety of all employees in the workplace. A violation of this policy may result in disciplinary action up to and including termination.

II. Applicability

This policy shall apply to all Fulton County employees. To the extent that it may conflict with Georgia law, Georgia law shall govern.

Exceptions:

1. Employees excluded from this policy include law enforcement officers and other employees who have permission to carry a specific weapon(s) as a part of their employment duties.
2. This policy is not intended to prevent employees from legally keeping firearms in their privately owned motor vehicle parked in county parking lots provided the firearm is locked and out of sight within the trunk, glove box, or other enclosed compartment or area within such privately owned motor vehicle.

These policies do not create a contract of employment. Employment for non-classified employees remains "at will".

III. Establishment and Implementation of Procedure

The County Manager, in consultation with the Chief Human Resources Officer and the County Attorney, is authorized to establish and modify, as needed, a procedure for implementing this policy.

These policies do not create a contract of employment. Employment for non-classified employees remains "at will".



PERSONNEL PROCEDURE

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I. Reporting

Employees have a duty to report violations of this policy. Any employee who becomes aware of a violation of this policy is to report the violation to his or her supervisor AND one of the following offices:

- Chief Human Resources Officer
- County Manager
- Applicable Appointing Authority
- County Attorney
- Fulton County Law Enforcement Agency

Upon receipt of a report of a violation of this policy, the County Manager, applicable Appointing Authority or County Attorney shall notify the Chief Human Resources Officer of said report. Confidentiality will be maintained to the extent practicable. No employee will be retaliated against for making a good faith report under this policy, even if the report is in error. The purpose of this policy is preventative, not punitive. It is the responsibility of each employee to contribute to a safe working environment.