

FIREARMS AND WEAPONS PROHIBITION POLICY

Employees covered by this policy: This policy applies to all employees (including employed students) at StFX.

A. Introduction

1. Providing a safe and secure environment is one of the University's foremost obligations to all members of the University community, a fundamental prerequisite for fulfilling the University's mission to remain Canada's Premier Undergraduate Experience. StFX University is committed to maintaining a workplace that is free of violence and the threat of violence. This obligation includes eliminating recognized hazards from campus communities that contribute to violence or serious harm.

B. Policy

1. While on University premises, University-controlled sites and at University-directed activities, employees are prohibited from possessing, using, buying, selling, or otherwise introducing to such locations any unauthorized weapon, including firearms, ammunition, other weapons, explosives, or items deemed by Campus Security and/or Police to be dangerous.

C. Violation of this policy

1. Any employee who becomes aware of a violation of this policy is required to immediately notify Campus Security and/or Police, or his or her supervisor.
2. Violation of this policy is considered a serious offense that endangers the safety of those within the University community. Any violation of this Policy may result in immediate termination of employment for cause.

D. Definitions

1. An *employee* is any StFX University employee, (regardless of employment status), whether faculty or staff designation.
2. An *unauthorized weapon* includes any weapon, regardless of whether the owner has a valid permit to carry the weapon. The following weapons are excluded from this definition:
 - a. A weapon in the possession of a law enforcement officer who is authorized to possess the weapon, either on or off duty, and who is employed by the RCMP or local police.
3. *University premises* refers to all StFX University properties.
4. A *University-controlled site* refers to all permanent StFX University facilities on the campus or other locations. It includes any temporary facilities that the University uses to conduct an activity intended primarily for faculty, staff, students, or invited guests of the University, rather than for the general public.
5. A *University-directed activity* is an event intended primarily for StFX University faculty, staff, students, or invited guests of the University; it is not intended for the general public. These activities include, but are not limited to, graduation events, receptions, meetings, and conferences.