Weapon Free Workplace Policy Draft – 7.5.2022:

The NWSWD, to provide a safe workplace for all employees and customers, prohibits the possession or use of firearms or other dangerous and deadly weapons by employees on their person or in their vehicle while on company property or property that the district utilizes for business.

All workers are subject to this provision, including contract workers and temporary employees, while completing NWSWD assigned duties. Any employee in violation of this policy shall be subject to disciplinary action, up to and including termination.

Definitions:

1. “Firearm” – means any weapon, whether loaded or unloaded, that will expel a projectile by the action of an explosive and includes any weapon commonly referred to as a pistol, revolver, rifle, gun, machine gun, or shotgun.
2. “Dangerous or Deadly Weapon" means any firearm, or other weapon, device, instrument, material, or substance, that in the manner it is used or is intended to be used is known to be capable of producing death or serious bodily injury. \*

The NWSWD recognizes that there may be circumstances in which The District deems it acceptable and/or necessary for the employee to receive a waiver of this policy. Examples could be:

1. Carrying an unloaded hunting rifle in a vehicle during hunting season,
2. A properly trained and certified District Enforcement Officer request that could include safety concerns.

Prior to bringing any Firearm or any other Dangerous or Deadly Weapon to any NWSWD facility or property of which it utilizes, the employee must request and receive written permission to do so from the Executive Director or the Executive Director’s Designee. The written request for permission must include: a. the basis for the request, and b. how long the necessity will last.

With approved notification, any Firearm or Dangerous or Deadly Weapon will be always kept in a locked vehicle unless otherwise approved. The Executive Director may grant, deny, or revoke permission at any time and/or apply conditions they believe appropriate.

\*Exclusive of tools utilized by NWSWD employees or contractors to perform job functions.