

**TOWN OF SMITHVILLE
WEAPON-FREE WORKPLACE POLICY
RESOLUTION # 41 (2018)**

Purpose

To ensure that the Town of Smithville maintains a workplace safe and free of violence for all employees, the Town prohibits the possession or use of dangerous weapons on Town property.

Persons Covered

All Town of Smithville workers are subject to this provision, including contract workers and temporary employees as well as visitors and customers on Town property. A license to carry the weapon on Town property does not supersede Town policy. Any employee in violation of this policy will be subject to disciplinary action, up to and including termination.

Definitions

“Town property” is defined as all Town-owned or leased buildings and surrounding areas such as sidewalks, walkways, driveways and parking lots under the Town’s ownership or control. This policy applies to all Town-owned or leased vehicles and all vehicles that come onto Town property.

“Dangerous weapons” include firearms, explosives, knives and other weapons that might be considered dangerous or that could cause harm. Employees are responsible for making sure that any item possessed by the employee is not prohibited by this policy.

Searches of Personal Property

The Town of Smithville reserves the right at any time and at its discretion to search all Town-owned or leased vehicles and all vehicles, plus packages, containers, briefcases, purses, lockers, desks, enclosures and persons entering its property, for the purpose of determining whether any weapon is being, or has been, brought onto its property or premises in violation of this policy. Employees who fail or refuse to promptly permit a search under this policy will be subject to discipline up to and including termination.

Enforcement

This policy is administered and enforced by the Highway Superintendent and the Smithville Town Board. Anyone with questions specific to this policy should contact the Smithville Town Board.

Passed by Resolution, to be effective immediately.

October 25, 2018

On a motion by Councilman Ludwig, 2nd by Councilman Evans.

Supervisor Heisler: Aye

Councilman Ludwig: Aye

Councilman Evans: Aye

Councilman Whitmore: Aye

Councilman Cammarata: absent