



## **Weapons Policy**

### **I. Purpose and Intent**

The purpose of this policy is to promote the safety and security of employees and the public at NHRS.

### **II. Definitions**

- I. “Deadly weapon” means any firearm, knife, or other substance or thing which, in the manner it is used, intended to be used, or threatened to be used, is known to be capable of producing death or serious bodily injury.
- II. “Work environment” means any NHRS company-owned or leased facility or vehicles, as well as private vehicles during such time that travel expenses are reimbursable by NHRS.

### **III. Policy Details**

To promote the safety and security of all employees, members, retirees, beneficiaries, vendors, guests, and visitors in the work environment, NHRS prohibits the possession of firearms or any other deadly weapon as defined above in any NHRS company-owned or leased facility, or in any vehicle being used for NHRS business. This applies to all employees and visitors to an NHRS facility.

Any threats, acts of violence, or known possession of weapons as described above shall be immediately reported to management. Any employee who engages in any conduct, verbal or physical, that intimidates, endangers, or creates the perception of intent to harm persons or property, or possesses a deadly weapon under conditions indicated above, may be subject to disciplinary action, up to and including immediate termination. Where such actions involve non-employees, NHRS will take action appropriate for the circumstances.

Active, on-duty, military or public safety members who are required to carry a deadly weapon are exempted from this Policy.