

**POLICY NUMBER:** OP-010  
**FUNCTIONAL UNIT:** Business Office  
**SECTION:** Operations  
**SUB SECTION:** Administration  
**TITLE:** Weapons Policy

**PURPOSE:**

To ensure Saint Luke's College of Health Sciences' students, faculty, staff and visitors to the College understand through clear signage and communication that the College prohibits the possession of firearms and other weapons on its premises for any reason and to emphasize reporting obligations and campus safety.

**POLICY:**

Possession of firearms, explosives, other weapons and dangerous chemicals by any person is strictly prohibited on the Saint Luke's College of Health Sciences' premises. This prohibition includes concealed firearms and other concealed weapons, regardless of whether an individual has obtained a concealed carry permit (Mo. Ann. Stat. § 571.107(10)). The only exception to this prohibition is on-duty federal, state and local law enforcement officers, and Saint Luke's Hospital Security may possess weapons which they are required to carry in the performance of their duties.

This policy applies to College faculty, staff, students, visitors, independent vendors and contractors, and all persons entering the College for any reason.

The intent of this policy is to prohibit the possession of firearms and other weapons on College premises to the maximum extent permitted by federal, state, and local laws and regulations.

Failure to comply with this policy will result in disciplinary action by the College, up to and including dismissal (students) or termination (employees). Failure to comply with this policy may also result in arrest or criminal prosecution.

**DEFINITIONS:**

"College Premises" include all College facilities, including all buildings and parking lots owned, leased, or managed by the College.

"Firearms and other weapons" include any form of weapon or explosive restricted under local, state or federal regulation. This includes all firearms, illegal knives or other weapons covered by the law.

"College employee" includes any member of the College faculty and any staff member employed by the College.

**PROCEDURES:**

**Signage.** The College shall maintain and post signs prohibiting concealed weapons on or about the College premises in accordance with the applicable state law, including signage at the College's main entrance. The signs clearly shall state that individuals are prohibited from carrying weapons on College premises and shall include the universal 'no guns' symbol

## **Possession**

- Any College student who possesses or conceals a weapon on their person on College premises will be asked to remove the weapon from the premises immediately or to surrender the weapon to law enforcement. Any student who possesses or conceals a weapon on College premises shall be subject to disciplinary action, including immediate dismissal and may be subject to other legal action.
- Any College employee who possesses or conceals a weapon on their person on College premises shall be asked to remove the weapon from the premises immediately or to surrender the weapon to law enforcement. The employee shall be subject to disciplinary action, including immediate termination and may be subject to legal action.
- The College has the authority to restrict access to its buildings or to request any visitor to leave if said visitor possesses a weapon or if there is reasonable suspicion by a College employee or student of the presence of a concealed weapon on the visitor. Refusal to leave the premises willingly will result in the notification to local law enforcement agents requesting removal of said person. Further legal action may be pursued.

**Searches.** The College reserves the right to conduct searches of any person that enters the College's premises. This search may extend to objects under that person's control, including lockers, desks, purses, backpacks, toolboxes, lunch sacks, clothing or other items carried into the College.

**Reporting Obligation.** If any College employee or student believes that another person (visitor, employee, and student) possesses a weapon on the premises, the employee or student must immediately report this belief to his or her supervisor (employees), or to the Dean of Students (students). In urgent situations, local law enforcement should be contacted immediately.

At the time of reporting, individuals should provide:

- The basis for their belief
- A description of the individual (physical features, clothing, name, etc.)
- The location of the individual believed to be carrying a weapon.

If any College employee or student is uncertain about whether to make a report, the College urges employees and students to decide in favor of making a good faith report so that the College may appropriately investigate.

Any individual who knows that a weapon is present on College premises and knowingly fails to report it will be subject to disciplinary action.

**Safety.** No College employee or student should take any action that may compromise the safety of that person or other individuals. Individuals should not confront individuals believed to be carrying weapons and should refrain from conducting further investigation. Upon learning of an individual carrying a weapon, immediately notify College officials and in urgent situations, local law enforcement should be contacted immediately.

After a report is made, trained law enforcement officials and/or security personnel will promptly investigate and take appropriate action.

**Issued By:** Compliance Standing Committee 10/22/2015 Reviewed by Legal 11/1/2016

**Effective Date:** 11/11/2015

**Cabinet** 11/1/2016

**Board Approval Date:** 11/11/2015 **Review Date:** 11/11/2019 **Pages** 2

