

	Policy Owner: Vice President and Chief Human Resources Officer	
	Responsible Office: Human Resources	
	Origination Date: 09/30/2009	Last Revised: TBD
	Policy Title: Weapons and Violence in the Workplace	

Applicability: All Employees

In regard to weapons on University property and facilities, this policy is updated and supplemented by the [Weapons on Campus Policy](#). Other types of violence or threat of violence not involving weapons is prohibited according to this policy.

Definitions

Weapon: any object or substance designed to (or which could be reasonably expected to) inflict a wound, cause injury, incapacitate, or cause death, including, without limitation, all firearms (loaded and unloaded, simulated and real), devices designed to expel a projectile (such as bb guns, air guns, pellet guns, and potato guns), electronic control devices such as tasers or stun guns, swords, knives with blades of 5 inches or longer, martial arts weapons, bows and arrows, and chemicals such as tear gas, but personal alarms and chemical repellants designed to protect personal safety from physical attacks by other people are not included in the definition of "Weapon."

Policy

No person shall carry firearms, or other dangerous or deadly Weapons, either openly or concealed except for official purposes, as approved in advance by the University Police Department or except as provided in A.R.S. 12-781. Explosives are not permitted on the premises at any time.

Intentionally or recklessly causing physical harm to any person on University property or at a University sponsored activity, or intentionally or recklessly causing reasonable apprehension of such harm, is strictly prohibited.

Unauthorized use, possession or storage of any Weapon, explosive devise or fireworks on the University grounds, within University facilities or at a University sponsored event is strictly prohibited except as provided in A.R.S. 12-781.

Under no circumstances will violent behavior initiated by an employee, student, or guest be permitted while performing work duties or on University grounds. Disciplinary action up to and including termination may result based on acts of violent behavior. Acts of violence should be reported immediately to NAUPD and the employee's supervisor.