

DANIEL BOONE REGIONAL LIBRARY

SUBJECT: Weapons, Including Firearms – Employee Policy

ADMIN 1-282

BOARD

SECTION: 200 – Employment Policies

Approved: 10/16/03

Revised: 09/15/11

Approved: 11/13/14

Revised: 07/13/17

POLICY

Weapons, other than firearms, are prohibited on all library premises, including buildings, and in all library vehicles.

In compliance with the Missouri Constitution and Section 21.750 of the Missouri Statutes, firearms are allowed, subject to federal law, on library premises except as prohibited by:

1. Section 571.030.1(1) RSMo. (prohibiting the carrying of a concealed knife, firearm, blackjack or any other weapon readily capable of lethal use into any area where firearms are restricted under section 571.107, but not with respect to law enforcement, valid concealed carry endorsement or permit holders, a person engaged in a lawful act of defense, or certain other persons as described in subsections 2, 3, 4 and 5 of section 571.030);
2. Section 571.030.1(8) RSMo. (prohibiting firearms and any other weapon readily capable of lethal use in public buildings, but not with respect to law enforcement, valid concealed carry endorsement or permit holders, a person engaged in a lawful act of defense, or certain other persons as described in subsections 2, 3, 4 and 5 of section 571.030);
3. Section 571.107.1(5) RSMo. (prohibiting firearms in meetings of the Daniel Boone Regional Library Board of Trustees, but not with respect to a board member who has a valid concealed carry permit or endorsement); or
4. Section 571.107.1(9) RSMo. (prohibiting firearms in any place where the carrying of a firearm is prohibited by federal law).

The Federal Gun Free School Zone Act, 18 USC §922(q) prohibits firearms on property within 1000 feet of school premises, and thus applies to prohibit firearms on the premises of the Columbia Public Library and the Southern Boone County Public Library. Such section does not apply, however, to possession (i) if the individual possessing the firearm is licensed to do so by the State of Missouri, or a political subdivision of the State of Missouri, after verification by law enforcement that the individual is qualified under law to receive the license, (ii) if the firearm is not loaded, and is in a locked container or a locked firearms rack that is on a motor vehicle, (iii) by an individual for use in a program approved by a school in the school zone, (iv) by an individual in accordance with a contract entered into between a school in the school zone and the

individual or an employer of the individual, or (v) by a law enforcement officer acting in his or her official capacity.

Employees are, while on DBRL property, in DBRL vehicles, or when working for DBRL, subject to the provisions of DBRL Policy 2-675 Weapons, Including Firearms and must comply with such policy, all other applicable DBRL Policies, and laws relating to the use and/or possession of firearms and other weapons. Employees may only carry firearms onto DBRL property or in DBRL vehicles as stated in Policy 2-675. The purpose of this Policy 1-282 is to set forth guidelines specific to employees.

Any firearm brought by an employee onto DBRL property or otherwise possessed by the employee while working (other than in a DBRL vehicle), which is otherwise allowed, must be:

- (1) Securely stored in the employee's vehicle out of sight or locked desk drawer or staff locker; or
- (2) Carried on the employee's body.

Any firearm brought by an employee into a DBRL vehicle, which is otherwise allowed, must be:

- (1) Securely stored in the vehicle console or glove box; or
- (2) Carried on the employee's body in a holster.

Unless carrying a firearm is a requirement of the employee's job description, possessing or carrying a firearm is a personal choice of the employee and is not a requirement of DBRL. Consequently, an employee who makes the personal choice to possess or carry a firearm on DBRL property, into a DBRL vehicle, or while working for DBRL, is not:

- (1) Acting in the course and scope of their employment when carrying or using the firearm;
- (2) Entitled to workers' compensation benefits under Missouri law or DBRL policy for injuries arising from the carrying or use of a firearm; or
- (3) Entitled to official immunity from personal liability with respect to the use or carrying of a firearm.

Supervisors, other than the Executive Director or the Executive Director's designee, shall not ask employees in their line of supervision whether the employee carries a firearm. No employee with supervisory authority shall discharge or take any adverse employment action against an employee solely because that employee carries a firearm in compliance with this Policy. The Executive Director, or the Executive Director's designee, may require that an employee provide proof of the employee's permit to carry a firearm. Information regarding the employee's firearms status shall be confidential and not open for public inspection or disclosure, and thus shall be a closed record.