THE UNIVERSITY OF MICHIGAN

STANDARD PRACTICE GUIDE

SECTION:	Human Resources and Affirmative Action	**Number:**	201.94
		Revised:	
SUBJECT:	Weapon Possession	**Date Issued:**	3/12/01
		Review Date:	3/01/03
APPLIES TO:	All Employees	**Attachment(s)**	0

ISSUED BY: The Office of the Executive Vice President and Chief Financial Officer, the Office of the Provost and Executive Vice President for Academic Affairs and the Office of the Executive Vice President for Medical Affairs

I. Policy

Except as otherwise provided below, employees are prohibited at any time while on any property owned, leased or otherwise controlled by the University, or elsewhere in the course of their employment with the University, from possessing or discharging any firearm; possessing or using any explosive or any knife, sword or machete having a blade longer than four (4) inches or, in the case of a knife with a mechanism to lock the blade in place when open, longer than three (3) inches; or possessing, discharging or using any other dangerous weapon. Employees are also prohibited at any time while on any property owned, leased or otherwise controlled by the University, or elsewhere in the course of their employment, from possessing any chemical or any other dangerous substance or compound with the intent of causing injury to another. The prohibitions in this Standard Practice Guide apply regardless of whether the employee has a concealed weapon permit or is otherwise authorized by law to possess, discharge or use any such device.

The prohibition in the previous paragraph does not apply:

(a) to a peace officer who is a member of the University's Department of Public Safety, who is regularly employed by the University, and who has been authorized by the Director of the Department of Public Safety to carry weapons as outlined by Department of Public Safety policy; or

(b) to an employee authorized by the University to possess or use such a device during the time when the employee is engaged in work for the University requiring such a device; or

(c) during the time when the device is worn as part of a military or fraternal uniform in connection with a public ceremony, parade or theatrical performance; or

(d) when the Director of the Department of Public Safety has waived the prohibition based on extraordinary circumstances. Any such waiver must be in writing, signed by the Director, and must define its scope and duration.

The Director of the Department of Public Safety may impose certain restrictions upon individuals who are otherwise authorized to possess or use such devices pursuant to the preceding paragraph when the Director determines such restrictions are appropriate under the circumstances.

II. Regulation

Employees who violate this policy may be subject to discipline, up to and including discharge.