POLICY

It is the policy of this Community to safeguard our staff, our residents and the general public against violence. It is, therefore, prohibited for staff, residents or visitors to bring or possess firearms (regardless of any authorized permit), weapons or dangerous instruments onto the premises.

DEFINITIONS

Firearm: For purposes of this policy, a firearm is defined as a weapon including, but not limited to a pistol, a rifle, a shotgun, a flare gun or a starter gun, which will, or is designed to be readily converted to expel a projectile using an explosive charge as a propellant; the frame or receiver of any such weapon; any firearm muffler or firearm silencer; or any similar destructive device. Also included in the definition are the ammunition and the propellant used in the weapon.

Weapon: For purposes of this policy, is defined as any firearm, knife, explosive or other object, even if manufactured for a nonviolent purpose, which has a potentially violent use.

A dangerous instrument: For purposes of this policy is defined as any instrument, article or substance that, under the immediate circumstances, is capable of causing physical injury or death.

PROCEDURES

The possession, transfer, sale or use of weapons or dangerous instruments as defined above, (even if one is licensed to carry a weapon), or any paraphernalia associated with such a weapon, is prohibited on Company property or while conducting Company business, except as may be required and authorized by the President of this Company as a condition of employment. Company property includes, but is not limited to, buildings and grounds, parking lots, personal cars, Company-sponsored events and Company-owned cars.

Violation of this policy may result in disciplinary action, up to and including termination or move-out. Where appropriate, the Company will report the transfer, sale or use of weapons or dangerous instruments to local law enforcement authorities.

Any person that has a question as to whether an instrument, article or substance is considered a weapon or dangerous instrument in violation of this policy should ask for clarification from his/her Administrator or Human Resources prior to bringing the instrument, article or substance onto Company property.