

City of Minneapolis

Policy Prohibiting Firearms and Dangerous Weapons in the Workplace

Applies to: Employees which includes any person who performs services for the City of Minneapolis, either compensated or uncompensated. Employee includes elected or appointed officials. Employee does not include an independent contractor. This policy does not apply to employees of the Police Department, both sworn and civilian, when they carry a firearm or dangerous weapon in the course and scope of their employment with the City of Minneapolis

Synopsis: Establishes policy that prohibits firearms and dangerous weapons in the workplace.

Council Approval Date: June 6, 2003

Links to Related Regulations: [Minnesota Statutes, Section 624.714](#)

Administering Department: Human Resources

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The City of Minneapolis has a zero tolerance policy for firearms and dangerous weapons in the workplace. Accordingly, the City of Minneapolis prohibits employees from carrying or possessing a firearm or dangerous weapon while acting in the course and scope of employment for the City of Minneapolis. This policy does not apply to employees of the Minneapolis Police Department, both sworn and civilian, when they carry or possess a firearm or dangerous weapon in the course and scope of their employment with the City of Minneapolis. The possession or carrying of a firearm or dangerous weapon is prohibited while employees are working on city property or while working in any location on behalf of the City of Minneapolis. This includes, but is not limited to:

- Working in City-owned or City-leased buildings;
- Working on City premises;
- Performing work for the City at any location;
- Driving on City business;
- Riding as a passenger in a vehicle or any type of mass transit on City business;
- Working off-site on behalf of the City;
- Performing emergency or on-call work after normal business hours and on weekends;
- Working at private residences and at businesses on behalf of the City;
- Attending training or conferences on behalf of the City.

An exception to this policy is that City employees may carry and possess a firearm or dangerous weapon in City-owned parking areas if they have obtained the appropriate permit to carry and possess that firearm or dangerous weapon.

If an employee uses his or her personal vehicle in the course and scope of employment, the employee may keep his or her permitted firearm or dangerous weapon in the locked trunk of the vehicle. If the vehicle does not have a locked trunk, the employee may keep the permitted firearm or dangerous weapon in a locked glove compartment or a locked lock box.

Employees who violate this policy are subject to discharge.

An employee who believes that another employee may be in violation of this policy should report the alleged violation to the employee's manager or supervisor, the department head, the Human Resources Generalist for the department, or the Director of Human Resources. The City will promptly investigate allegations of violations of this policy.

No employee may retaliate against an employee who has reported a possible violation of this policy. Retaliation includes, but is not limited to, demotion, termination, making an employee's job more difficult, an undesirable change in work assignment, or other adverse action, which is taken against an employee because the employee reported a potential violation of this policy.

Definitions:

Employee: Employee includes any person who performs services for the City of Minneapolis, either compensated or uncompensated. Employee includes elected or appointed officials. Employee does not include an independent contractor.

Firearm or dangerous weapon: A firearm or dangerous weapon includes, but is not limited to, the following:

- (1) A gun that can discharge shot or a projectile by means of an explosive or gas, or compressed air;
- (2) A device designed to be used as a weapon, from which can be expelled a projectile by the force of any explosion or force of combustion;
- (3) Any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive;
- (4) Any muffler or silencer of a firearm or dangerous weapon;
- (5) Any destructive device;
- (6) Any device designed as a weapon and capable of producing great bodily harm, including but not limited to, stun guns, stun batons, and tasers; and
- (7) Any combustible or flammable liquid, or other substance, device, or instrumentality that, in a manner it is used or intended to be used, is calculated or likely to produce death or great bodily harm, or any fire that is used to produce death or great bodily harm.

Roles and Responsibilities

Role	Responsibility
Employees	Understand and comply with the policy Prohibiting Firearms and Dangerous Weapons in the Workplace.
Human Resources	a) Develop, implement, manage and update the policy. b) Establish, manage and modify procedures necessary to carry out and comply with the policy in accordance with applicable laws, City ordinances, policies and rules.