



Policy Prohibiting Possession of Weapons On HUC-JIR Premises

Policy Number: 3109

I. Policy Statement

The Possession of Weapons Policy prohibits the possession, sell, use, or threat to use an unauthorized weapon or dangerous instrument as defined below (even if licensed to carry a weapon) while at Hebrew Union College-Jewish Institute of Religion or on its property.

II. Purpose of Policy

The College-Institute is committed to providing a workplace and educational environment that promotes the health, safety and productivity of its employees, temporary workers, independent contractors, students, and visitors. The College-Institute will not tolerate the possession of weapons on HUC-JIR property, including the campus, buildings and facilities and parking lots.

III. Applicability (Audience)

This policy applies to everyone, even those who have a permit to carry a weapon.

IV. Definitions

1. Property and premises include but is not limited to the College-Institute facilities and classrooms, parking lots, the College-Institute sponsored events, vehicles on the College-Institute property or vehicles used within the scope of employment.
2. A weapon is defined as but not limited to:
 - Firearm (including BB gun, whether loaded or unloaded)
 - Knife (switchblade, hunting knife, etc.)
 - Baton or nightstick
 - Any other martial arts weapons
 - Electronic defense weapons

V. Procedures and Implementation

Any employee who, after appropriate investigation, is found to have violated this policy or whose conduct or presence poses a risk to the workplace will be subject to disciplinary action, up to and including termination. Employees who fail to report instances of

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workplace weapon possession may be subject to disciplinary action up to and including termination.

The College-Institute will also take prompt action to address violence or threats of violence, including possession of weapons, by a vendor or visitor.

Upon reasonable grounds for suspicion that a search is necessary for workplace safety, we reserve the right to search employees' personal property, including vehicles, on College-Institute sites. At the California campus, a search will only be conducted upon reasonable suspicion and written consent.

VI. Enforcement

Employees who violate this policy or whose conduct or presence poses a risk to the workplace will be subject to disciplinary action, up to and including termination.

Employees who fail to report instances of workplace weapon possession may be subject to disciplinary action up to and including termination.

VII. Policy Owner, Management and Point of Contact Information

Global Director of Human Resources, 513-487-3201.

Chief Financial Officer, 513-487-3206.

VIII. Exclusions

The only exceptions to this policy are law enforcement officers on official business, security guards engaged by the College-Institute, or other personnel specifically authorized by the President.

Statutory Exceptions

California: A search will only be conducted upon reasonable suspicion and written consent.

Ohio: Those who have a valid concealed handgun license (CCW) may possess firearms in their privately-owned motor vehicles in HUC-owned parking lots only if the vehicle is parked in a permitted location and the license holder is in the vehicle with the firearm and any ammunition, or, if the license holder is absent from the vehicle, the firearm and any ammunition must be locked in the trunk, glove box or other closed compartment in or on the vehicle.

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IX. Effective Date

June 2022

X. Related HUC-JIR Policies and Documents

Policy Against Unlawful Harassment

Policy Prohibiting Sexual Misconduct and Interpersonal Violence -Title IX Policy

XI. Notification of Policy Changes and Revision History

The College-Institute reserves the right to change this policy at any time. This policy is posted in the Policy Library and the Employee Handbook, and the Students Handbooks.

XII. Appendices, References, and Related Materials

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