

# Waterloo Vol Fire Department Standard Operating Guidelines

## Weapons Prohibition

### I. Purpose

To prohibit weapons or the verbal threat of the use of weapons, intimidation or violence, in the workplace. This policy does not apply to: law enforcement personnel or any official security personnel engaged in official duties, which are named as security personnel by the Waterloo Vol. Fire Department.

### II. Policy

A. Waterloo Vol. Fire Department members, other than those exempted above, shall not possess firearms or any other dangerous weapons of any type in the workplace, station or fire department vehicles. This prohibition applies even though an individual may be licensed in his/her private capacity to carry a concealed weapon. In addition, any other related object carried for the purpose to injure or intimidate others is not permitted in the workplace, fire department vehicles or fire department facilities unless otherwise authorized.

B. Firearms or other dangerous weapons shall include, at a minimum:

Pistols, revolvers, shotguns, rifles, and the like

Dangerous knives (defined below) not necessary in the performance of work duties

Explosive devices of any kind

Sling shots, nunchaku sticks, and the like

Clubs, sand clubs, throwing stars, and the like

Metal knuckles

Air guns, pellet guns, blow guns

Dirks, daggers, and similar knives fitted for stabbing

Any replica or other item that simulates any of the above items

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C. Workplace Defined: "Workplace" means any building, vehicle, or outdoor space members may work at or be called to for emergency response.

D. Firearm defined: A "firearm" is any device designed to expel a projectile by means of an explosion and subsequent expanding gases.

E. Dangerous Knife Defined: "Dangerous knife" means any fixed-blade knife as defined by LMC 10.52.020 or any knife, regardless of its type, having a blade length of greater than 3 inches measured from the point where the knife blade meets the knife handle to the tip. "Dangerous knife" also includes any Balisong knife or switchblade knife as defined by LMC 10.52.050.

F. Waterloo Vol. Fire Department members are prohibited from engaging in any violent behavior towards others, with the exception of law enforcement officers who are acting in an official capacity. Any physical, verbal or visual act (with or without a weapon) that threatens, attempts to intimidate, creates fear, or has the purpose of unreasonably interfering with an individual's work performance, creates an intimidating, hostile or offensive work environment is prohibited. This includes aggressive or hostile behavior, intentionally damaging property, committing acts motivated by, or related to, workplace harassment or domestic violence.

Non-exclusive examples of conduct which is prohibited:

Causing physical injury to another person;

Making threatening remarks;

Acting aggressively or hostilely, creating reasonable fear of injury for another person or subjecting another individual to emotional distress;

Damaging fire department or members property;

Possessing a firearm or dangerous weapon while on fire department property or while on fire department business;

Committing hostile acts motivated by, or related to, workplace harassment or domestic violence;

Conducting harassing surveillance, i.e. stalking;

Threatening weapons or bringing them to the workplace,

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Displaying overt signs of extreme stress, resentment, hostility or anger,

Making threatening remarks,

Displaying irrational or inappropriate behavior.