

## Guns allowed at work? 8 tips for employers

We spoke with Attorney Ed Foulke, former head of the Occupational Safety and Health Administration (OSHA), about employers in the many states that allow [employees to bring weapons to work](#) with them, as long as they leave them in their locked vehicles in parking lots. Here's some additional information from both BLR and Foulke.



1. First check, based on where you operate, the chart on BLR's website that lists the [gun laws in every state](#).
2. Employers should not only have a policy prohibiting weapons inside company buildings but should also post that rule as prominently as you do laws concerning civil rights, safety, and equal employment opportunity.
3. Maintain a zero-tolerance policy regarding violence of any kind, including verbal threats and ugly insults, which a safety expert has termed as those that objectify the person to whom they're issued—or treat the receiver as something less than a complete human being. Give examples in your policy, and encourage employees to report violations.
4. Understand that should someone be injured in your workplace by another employee with a weapon, you could be found guilty of negligent hiring or negligent supervision, in addition to maintaining inadequate safety precautions.
5. Limit access to your buildings to employees in good standing, with valid entry keys or cards. Don't leave an entrance open for vendors, visitors, or suppliers unless a receptionist is on guard to require ID, a sign-in, and an appropriate employee to escort the person further into the premises.
6. Work carefully with suppliers of temporary employees to ensure they're using proper screening techniques.
7. Be especially vigilant about securing your buildings at night and on weekends; Foulke says records show that's when most violent events occur.
8. Terminated employees are especially prone to violence. Ensure there are always two people present when one is terminating the third. Don't leave the employee unescorted at the end of the meeting. If you suspect a violent reaction, call local law enforcement and have them escort the employee out of your facility.

