



This Rules/Policy document is provided to you and your organization as a starting point or maturity checkpoint for existing rules/policies. It is brought to you on behalf of Jim McConnell, Principal Owner, and Ask McConnell, LLC – A Converged Security Services Provider. The content is not meant to cover every circumstance, industry, law, regulation, contractual requirement, threat, environment, or risk, but it provides an easy, defensible, highly accountable starting point for any organization. Please consult with your legal counsel and insurance provider about added requirements. If you know of peers that you think would find value in these resources, please have them contact us. These will be updated on our website regularly. We are not legally protecting these documents; we just ask for credit, shout-outs, and referrals if you find them helpful. If you have recommended updates, we are all ears. And if you need Converged Security Consulting and Training, please reach out, we would be honored to serve you and your organization.

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Weapons and Security

Updated: 22 March 2025

Protecting human lives is the highest requirement of our entire organization, whether they are employees, customers, volunteers, visitors, or part of our supply chain while under some nexus to our organization. Many times things we do online will impact people lives, physically, financially, and emotionally.

Key Definitions:

Weapon – An item or a part of the body, that can injure, defeat, destroy another human being. Weapons are also used to intimidate, threaten with bodily injury or death against another human being

Reasonableness: *This is covering basic items that would be common to be encountered, in an organization. Different cities, states, and countries will have limitations that would (try to) limit weapons. The key for organizations is clearly define the scope and limits. For example, a 2” Swiss Army pocket knife....okay or not okay? But don't go after needlepoint needles (some of you might know where that came from). If the organization sells, trains, or needs weapons, again, these rules would need to be adjusted to limit them to authorized purposes.*

Rules

- I will report weapons-related security concerns, vulnerabilities, and threats to my supervisor or the organization's Ethics Hotline as soon as discovered, if they are not available, and I feel unsafe, I will contact law enforcement.
- I will not carry a weapon inside organization buildings or organization property
- I will not carry/expose/use a weapon at company events or while on company travel
- I will follow all city, state, federal, and international laws related to weapons while on organization property, events, and time. If there is a conflict between organizational rules and law, the strictest set of rules apply.
- Where law allows, if I have a legally authorized weapon in my personal vehicle, I will secure that weapon to industry standards when my vehicle is on organization property, at organization events and/or on organization time.
- I will fully cooperate with Legal, Security and Law Enforcement when it comes to weapons as it relates to the search and securing of weapons when there is a nexus to the organization.
- In the USA, under HR-218, I will notify the organization's Legal team about my HR-218 status as it relates to weapons
- If the organization uses legally required signage controlling weapons, I will follow that signage
- I will verify with any visitors, customers, prospects, suppliers, vendors, contractors, family members, that they are not carrying any weapons under the same rules as I am required to, unless the individual is authorized to carry under law enforcement or other regulatory permitted use (“Guard Card” for Executive Protection)
- I will not consider my state concealed carry license as any authorization above these rules
- If I am authorized to carry, use a weapon for organization purposes/protections, I will follow the additional rules that come with this authorization.

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Signature Note: I am a huge fan of wet signatures on these types of documents for accountability and investigation reasons. So you can add the parts below to each rule/policy document or have a collective wet signature and references in the Security Agreement document, located on the same webpage you got this rule / policy from. Organizational preference.

Print Full Legal Name

(Blue Ink) full Legal Name Signature
Style of signature must closely match Driver's License

Date
